

Local Govt. Service Fund

LGS

JOINT REFERENCE

JUN 12 1950

LIBRARY

JUNE 1950

Threepence

21

Journal of the National Association
of Local Government Officers

167



IN THIS ISSUE

Reshaping NALGO

Victory over smallpox

Are you helping the people to safeguard their food?

Slide A shows milk in sound condition, just after being delivered to the consumer. Note, there are only very few bacteria present.

PUTREFACTION and spoilage of food is caused by the multiplication of bacteria. Practically all foodstuffs contain, or may become contaminated with, bacteria, and unless their development is prevented, deterioration of the foods will inevitably occur. Storage under suitable conditions at a temperature below 50°F. minimises bacterial growth.

Any food which is moist, and contains proteins or carbohydrates, is particularly liable to attack by putrefactive bacteria. Products such as meat, sausages, milk, cream fillings, gravies, etc. always contain some bacteria either through handling or from the air. If the room is warm the bacteria can grow very rapidly, and within a few hours will multiply a millionfold, causing putrefaction and becoming a source of food poisoning.

When reasonably fresh food is refrigerated some bacteria may be present, but there will be no significant multiplication so long as the temperature is maintained below 50°F. Refrigeration does not kill bacteria, but it does suspend their development. Foods kept in a warm room, even after refrigeration, will deteriorate in the same way as "fresh" food. But continued use of the storage conditions recommended will limit the danger of deterioration due to bacterial growth, and allow foods to be used in wholesome condition without wastage.

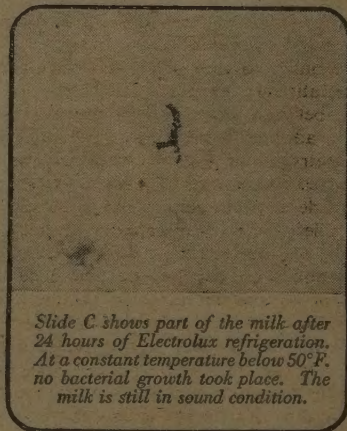


Slide B shows part of the milk stored in a warm larder. It now contains many millions of bacteria, grown from the few originally present.

"There is one other point of danger of contamination which should receive the consideration of those responsible for insuring the safety of our milk supply, and that is the contamination which takes place after the milk bottle has reached the home. All homes are not hygienic, and all milk is not kept in hygienic places in the homes."

House of Commons Parliamentary Debates, Hansard, vol. 461, No. 64, col. 1644.

Many Local Authorities—recognising the urgent need for healthy food storage—have offered Electrolux M.151 'built-in' Refrigerators to their tenants on a hire basis of approx. 1/4d per week. 87% of the tenants gladly took advantage of a refrigerator on these terms. The total payment is redeemed after 10 years, the Local Authority receiving 3½% on their capital outlay.



Slide C shows part of the milk after 24 hours of Electrolux refrigeration. At a constant temperature below 50°F. no bacterial growth took place. The milk is still in sound condition.

Silent Electrolux

'BUILT-IN' REFRIGERATORS
OPERATE BY GAS OR ELECTRICITY



ELECTROLUX LTD., 153/5 REGENT STREET, LONDON, W.1

Above are photographs of three slides prepared in a large bacteriological laboratory.

REMEMBER: *It's always summer in the kitchen*

CONTENTS

	Page
A city is saved, by WILLIAM BLACK	164
A new look for NALGO	167
The councillor's view of Whitleyism, by L. WELSH ..	170
Scheme for "Miscellaneous" staff, by H. CORSER ..	172
A new crest: readers' suggestions	173
Service conditions news	175
Readers' forum	179
"L.G.S." contributions competition	181
P.R. week-end school	181
Here's gratitude, by 'TOBIAS'	182
At random, by 'HYPERION'	183
NALGO diary	184
My bookshelf, by EDWARD KAY	185
Compensation fight: NALGO wins first round ..	185
NALGO's new legal officer	185
Education notes, by K. S. CARTER	186
Scottish notes, by R. DEAS	186

Eastbourne Opportunity

Notwithstanding the 238 items on its agenda, this month's NALGO Conference seems likely to revolve around two topics only: salaries policy, and the Council's proposals for constitutional changes. The first will provide a major clash between supporters of the modified "wage freeze" policy adopted a year ago, and its opponents—including the Metropolitan district committee and some of the larger branches—who want to throw it overboard and go all out with a demand for general pay increases. In this, NALGO will reflect the division apparent in most other trade unions. On the one side are those who, believing, with the Government and most economists, that general increases in pay without parallel increases in production must, in present conditions, lead to inflation which will leave the worker worse off than he was before, prefer the frying-pan to the fire. On the other side are those who, weary of the endless struggle to make one shilling do the work of two, are prepared to risk the fire if only they can get out of the pan.

The economic argument has been fully debated, in these columns and elsewhere, and we do not propose to go into it again. We adhere to our view, unpopular as it may be, that a claim for general pay increases (which, were it to succeed, would certainly not be confined to NALGO members alone) would in the long run leave us all in sorrier plight than we are today. We equally recognise the justice of the claim put forward on behalf of lower-paid members. There can be no denying that, in the struggle to maintain a reasonable standard of living, the salaried employee, particularly in the public services, has fared

worse than many of his colleagues in commerce and industry.

Is there no middle way? We believe there is. Were Conference to agree on a series of limited and short-term objectives, calculated to bring some relief to those sections of members which are hardest hit, then it should be possible to remedy the worst hardships without inflationary effect. The agenda itself contains a number of such objectives, and more may be suggested at Eastbourne. In putting them forward, we might well find the employers with us—for there are signs that they, too, are coming to recognise that there is something wrong with the salary structure of services which cannot obtain recruits.

Such a course may not be heroic. It offers no solace to the blood and thunder boys, who would have us wave the flags and bang the drums. But it is practical—and it gives a prospect of early relief to those who need it most without giving hostages to the future.

Compared with this issue, the constitutional debate presents less opportunity for Conference fireworks. The scheme prepared by the N.E.C., and summarised on another page, strikes us as a workmanlike solution to the problem of combining democratic structure with effective government in a rapidly-growing organisation, and of giving to each service group substantial control of its own negotiating machinery while maintaining basic unity. There may be differences over detail, but we can see no ground for any differences over the main principles.

After these two issues, the Conference agenda prescribes the mixture as before. Such hardy perennials as equal pay, examinations policy, the title of the Association, security of tenure, superannuation amendments, Saturday mornings "off," overtime payments, annual leave, grading grievances, and "Charter as a minimum" will all bloom again, but, if past experience be any guide, without prospect of any more edible fruit than in previous years. Nor does the agenda offer much prospect of that wider publicity which many desire. Apart from the salaries issue, Conference seems likely to be without "news" value. In the light of some recent much publicised conferences, it may be none the worse for that.

THIS MONTH'S COVER PICTURE

Morris dancing is one of the oldest customs of Britain's many small towns and villages, and our cover picture shows the Whitsun dancers at Bampton, in Oxfordshire. Local people make up the team of six dancers, the cakebearer, and the fool, and they have danced in Bampton to the music of a violin every Whit Monday for centuries.

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion within the Association. Unless the fact is stated, therefore, views advanced, whether in the editorial columns or in signed articles, should not necessarily be regarded as expressing the considered policy of the Association.

A city is saved

how Glasgow beat smallpox

by WILLIAM BLACK

TWO HUNDRED years ago, one in twelve of Britain's population died of smallpox. Few escaped—and the rare woman with an unpitted face was a beauty, regardless of any other blemishes. Most hoped to catch the disease in its milder form, and so win immunity from the deadly Asiatic kind.

To-day, thanks to vaccination and, still more, to the watchful efficiency of our public health services, mention of smallpox brings to most of us no more than a momentary anxiety. But to those whose task it is to handle it, a smallpox alarm combines the drama of a murder hunt with the excitement of a fire. It calls for courage, skill, detective work, sacrifice, suffering, sometimes death. Here is the story of one such alarm.

On March 12, Mussa Ali, an Indian seaman, was admitted to Knightswood Hospital, Glasgow, with pneumonia. Two days later he developed what appeared to be an unusual form of chickenpox. He was kept under observation there until Sunday, March 26—when it was found that the "chickenpox" was in fact Asiatic smallpox of the most virulent kind. The health department was told—and the seaman was taken to Robroyston isolation hospital.

The seaman had been in hospital for twelve days before the disease was identified. During all that time he had been infecting his surroundings with germs which can travel by air for 300 yards. The incubation period of smallpox is twelve days. Would there be more cases?

The question was soon answered. Within a few hours of the first alarm, four more suspected cases were found at Knightswood, and taken to Robroyston. The outbreak was serious.

At once, the public health department went into action. The only way to check the disease was to seal it off by vaccinating every person who had been near any of the victims, and every person who had been near a contact. The hospital patients and staffs in the city were vaccinated. All patients discharged during the previous week, and their families, were sought out and vaccinated.

The city's 120 sanitary inspectors were mobilised to trace the hundreds of people who had visited hospital patients and advise them to be vaccinated, too.

A nurse had left Knightswood for her home in Rosyth, possibly scattering germs along the route. Every detail of her journey was checked, the times of every bus and tram she took found and published in the papers. People who might have been her fellow-passengers were urged to come forward for vaccination.

Next day, March 27, more suspects were sent to Robroyston, and all those admitted the previous day were confirmed as having the disease. Extra supplies of vaccine lymph were

flown from the Lister Institute, near London, and the Evans Biological Centre, near Runcorn, to Glasgow, and at 9 a.m. on Tuesday, March 28, the public health centre was opened for vaccination of the public. It remained open twelve hours a day for nearly three weeks.

By March 28, the number at Robroyston had increased to twelve, seven of them with confirmed smallpox. One, a 12-year-old schoolboy, had been in the same ward as Mussa Ali, but had been discharged and had returned to school. Once again, the dragnet was cast. Within an hour of the diagnosis being given, 1,400 forms inviting parents to consent to their children's vaccination had been typed in the health department and were on their way to the school. Round the district went the sanitary inspectors and district nurses, advising: "Have your child vaccinated and be vaccinated yourself." Back to school went the 1,400 children with consent forms signed. Within 24 hours the whole school had been vaccinated.



Part of the queue waiting for vaccination.

Each night now a conference was held. DR. STUART LAIDLAW, the Medical Officer of Health, the divisional medical officers, and the chief sanitary inspectors worked for hours with the department's administrative chiefs. A big map on the wall of the office was studded with pins showing the whereabouts of every suspected contact.

As soon as a suspect was admitted to hospital, it was necessary to discover exactly what he had done, where he had been, and whom he had met during the previous week, so that all possible contacts could be traced and advised to be vaccinated. Thus, every report meant hundreds of visits. Speed was important, thoroughness essential.

At 11.30 a.m. on Thursday, March 30, DR. GEMMILL, a divisional medical officer, diagnosed a smallpox case in an east end tenement house. Before noon, the search began. Whom had the patient seen during the past five days? Who had called at the tenement? By 6 p.m., every one—including milkboys, newspaper boys, insurance agents, coalmen—had been found and vaccinated, together with all the inhabitants of the tenement block.

Simultaneously, there came a deluge of letters from all over Britain: "I was in Glasgow on business early in March. Should I be vaccinated?" "We have a friend from Glasgow living with us. Must we all be vaccinated?" The public health department received hundreds of such letters, together with protests from anti-vaccination groups, and suggested treatments. Each was answered, politely and quickly.

By Friday, March 31, 18 people were in isolation, 16 of them confirmed cases. In anticipation of an epidemic, it was decided to enlarge the isolation compound at Robroyston. Corporation tradesmen were mobilised. Timber was commandeered. From Saturday till Monday, work went on almost without a break, building cubicles for additional nursing staff and patients, and installing three new spray baths. Earlier, the call had gone out for volunteers to staff the compound—doctors, nurses, porters, ambulance drivers. Of the many who came forward, 24 were selected—15 women and nine men—including three 20-year-old staff nurses from Strathclyde Infectious Diseases hospital, Motherwell, a 19-year-old wardmaid, and Mrs. Wilson, mother of one of the nurses who caught the disease, who entered the compound to nurse her and helped to cook for staff and patients. Knowing that everything they brought into the compound would have to be burned, they went in their



TOP: a laboratory worker sealing tubes of vaccine lymph; CENTRE: the lymph arrives by air at Renfrew; BOTTOM: schoolchildren line up for vaccination. (Centre photograph by courtesy of Scottish Daily Express.)

oldest clothes, called themselves "the ragamuffins" and, though working 16 hours a day, danced and threw parties whenever they could to counteract the depression induced by the suffering and death they witnessed. All knew the risks they ran, and two caught the disease.

Up to this time, Glasgow had not taken the outbreak too seriously, and by 9 o'clock on Saturday, April 1, at the end of the first week, only 7,067 of the city's one-and-a-quarter millions had been vaccinated.

Twenty-four hours later, the number had risen to 20,417. Glasgow had read with sorrow and fear that the young woman doctor who had examined the first case had died in the isolation compound. That day, 13,350 people flocked to the vaccination centres. A queue, varying from a quarter to a half-mile in length, wound round the building and adjoining street. Doctors, nurses, and clerks toiled incessantly. Names and addresses were taken, arms swabbed, lymph applied, and needles scratched at the astonishing rate of 1,100 an hour.

Another team of doctors, some of whom were themselves vaccinated as many as six times, stood by every minute of the day for a fortnight, visiting every suspicious case of rash or illness notified to the department. At the height of the outbreak, the department had 1,971 people under daily, sometimes twice-daily, surveillance.

As a further precaution, 200 hospitals in the Glasgow area were placed out of bounds to visitors, and not even letters were allowed.

There were now nine clinics operating throughout the city, and in the four days from April 3 to April 6, 108,063 people were vaccinated by the department's doctors who, with other members of the health department staff, were working a 15-hour day. Thousands more were immunised by private doctors, who opened their surgeries for long spells solely for vaccinations.

There was work for NALGO too, and NEIL MCLEAN, the branch secretary, spent part of a busy day arranging for all officers who wished to be vaccinated—a committee room was set aside for the purpose—negotiating with heads of departments, and solving overtime problems. But he heard not one grouse about the long hours all had to work. "Keeness without panic was the atmosphere everywhere," he reported—"as ever when ordinary folk rise to an occasion."

The isolation compound now housed 20 confirmed cases of the disease. Among them was DR. THOMAS ANDERSON, superintendent of Knightswood Hospital. He recovered and stayed to work in the wards.

Events moved quickly towards a climax. On April 3, an 11-month-old baby died in the compound. Next day a 17-year-old probationer nurse from Knightswood became the third victim.

Vaccinations in the city jumped to 110,584.

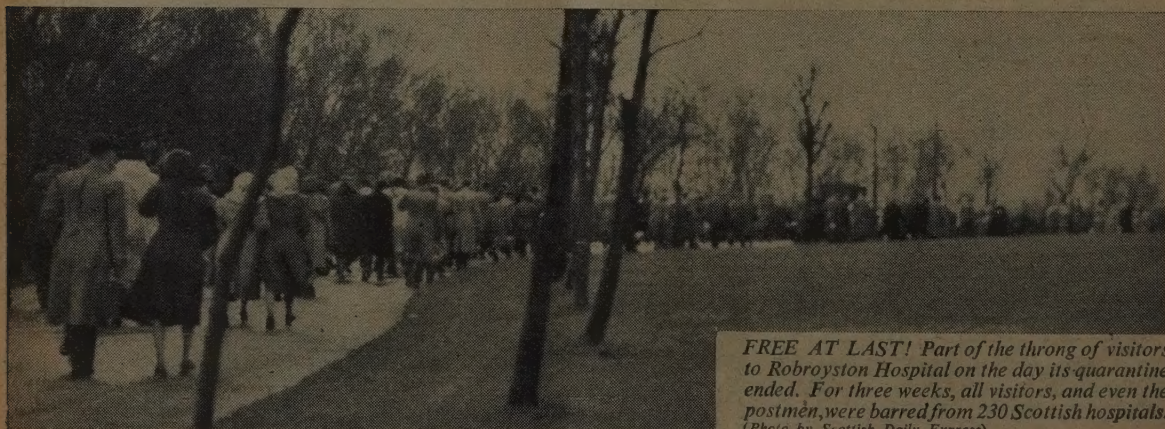
On April 6, Dr. Laidlaw announced that the danger of fresh cases from direct contact with the original case was almost past. The next ten or eleven days, he forecast, might see a number of secondary cases coming in, cases which had had no contact with the first.

These days, which would be the test of the department's efficiency, were watched with decreasing tension as day after day brought no new cases. At last, on April 17, came its triumph: the city was given the "all clear." By then, 2,000 contacts and suspects in Scotland, England, and Ireland had been tracked down and examined; 161,424 people had been vaccinated by doctors of the public health department; though the first case had infected 20 others before the presence of smallpox was known, not one of those 20 had passed on the disease and *not a single man, woman or child had caught it after the department had come into action.*

During those waiting days, death struck again within the compound. Almost two weeks after the first case was confirmed, a young Knightswood hospital laundrymaid died in Robroyston. The next two days, April 9 and 10, brought two more deaths, both young nurses. They were the last—but the staff had to remain in the compound, nursing the survivors and waiting until all danger of further cases had passed. On April 19, the seaman whose infection had started the attack was discharged—cured and pathetically apologetic for the trouble he had so innocently caused.

When the compound was finally cleared, everything in it, every article of clothing, every piece of equipment, and all personal belongings, were burned. Even the ambulance which had brought in the patients was burned, as the only sure means of killing the germs.

For three weeks, the health, safety, and life itself, of millions had depended on the courage and devotion to duty of a few score doctors, nurses, sanitary inspectors, clerks, typists, and other hospital and health department staffs, on the thoroughness with which they threw their cordon of protection around the population. One careless slip, one uncompleted inquiry, and the scourge might have broken out in some fresh area. But there was no slip. The cordon held. Without thought of praise or of reward, the health service had done its job.



FREE AT LAST! Part of the throng of visitors to Robroyston Hospital on the day its quarantine ended. For three weeks, all visitors, and even the postmen, were barred from 230 Scottish hospitals. (Photo by Scottish Daily Express).

Local Government Association **A new look for NALGO**

A new structure for NALGO, designed to give members in each of the five services it covers a recognised part in service conditions work and policy, while maintaining basic unity, and to increase the efficiency of Conference and the National Executive, is proposed in an N.E.C. report summarised here.

THE REPORT, "Adaptation of Association Machinery," is to be presented to this month's Annual Conference, at which a full day is to be set aside for its consideration. Copies were sent to branches last month and, while we cannot here do more than outline its main features, any member wishing to study it more closely should be able to get a copy from his branch secretary, who has been sent a supply which should be sufficient, though it cannot be unlimited.

The report sets out to solve two major problems which have faced the Association since it was decided, in 1946, to recruit the officers of nationalised electricity and gas supply services, the national health service, and certain sections of the road transport service outside local government. Those problems are:

1. How to give the members in the five services covered by the Association, each with different employers, working standards, and negotiating machinery, the fullest possible share in negotiating their salaries and conditions of service;
2. How to give to all the Association's 190,000 members an equal voice in determining policy without creating governing bodies—Conference and National Executive Council—that are so big as to be unworkable.

Committee's long task

To solve these problems, the Council appointed a special committee composed of six honorary officers and senior members with long experience of NALGO work: Messrs. E. A. S. Young (President), E. L. Riley (Senior Vice-President), G. Llewelyn (N.E.C. Chairman), C. J. Newman (N.E.C. Deputy-Chairman), J. H. Robinson (Honorary Treasurer), P. H. Harrold (Honorary Solicitor for England); together with one member from each of the twelve districts: W. F. Appleton (Southern), G. R. Ashton (South Western), A. H. Aubertin (Eastern), W. A. N. Baker (South Eastern), E. C. R. Chinn (Yorkshire), J. W. Edmonds (Metropolitan), R. Evans (East Midland), J. Y. Fawcett (North Eastern), H. W. John (South Wales), H. R. Jones (West Midland), J. Penny (Scotland), and J. P. Phoenix (North Western).

The committee, of which Mr. Riley was elected chairman and Mr. Newman vice-chairman, held seven meetings; most lasting a full week-end. Its report was approved by the N.E.C. at a special meeting on April 16, by a vote of 41 to 8, those voting being:

FOR THE REPORT: Messrs. A. Anderton, W. F. Appleton, A. Batley, G. T. Belton, L. Bevan, E. C. R. Chinn, F. C. Corbishley, E. R. Davies, S. Duncan, R. Evans, J. Y. Fawcett, A. E. Fitton, D. Galbraith, A. Gallon, H. W. John, H. R. Jones,

G. Llewelyn, J. B. McCann, N. McLean, C. J. Newman, A. E. Odell, L. Palmer, J. Penny, J. Pepper, J. P. Phoenix, W. Pitt Steele, Miss F. E. Pole, Messrs. E. L. Riley, J. H. Robinson, P. P. Rosenfeld, W. Rowlands, L. G. Sirett, C. A. Smallman, A. Smith, T. Stewart, L. H. Taylor, Miss M. Townson, Messrs. J. S. Underwood, B. J. Walpole, R. B. Webb and E. A. S. Young. **AGAINST THE REPORT:** Messrs. P. Ashen, A. H. Aubertin, E. F. Bacon, F. Bainbridge, H. Bewes, G. B. Credland, Miss M. W. Curtin, and Mr. A. E. Nortrop.

Unity first

In approaching the first problem, the N.E.C. has firmly rejected all suggestions that the different groups of membership should be segregated into autonomous or semi-autonomous groups associated only by some kind of federation at the national level. It agrees that a trade union must put its trade union objective first, must adapt its machinery to the pursuit of that objective, and must enlist the support and effort of the staffs concerned; but even more important is "the trade union itself—its cohesion, its unity, the overall organisational strength which these can give, and the clear, vigorous, and appropriate policy which can result if they are maintained." Therefore, Conference and the National Executive Council must continue to represent the whole Association, not separate sections.

Subject to this overriding principle, however, the N.E.C. recognises that it is essential to provide each group of membership with "appropriate channels of expression on service conditions policy and appropriate machinery for participation in service conditions work and for giving guidance to the respective staff sides of the Whitley Councils."

It is proposed to achieve this by establishing service conditions machinery for each group at both district and national levels:

District level: Each district committee will have a service conditions sub-committee for each membership group, elected by the members of the district committee who belong to the group concerned. Thus, the district committee members who represent electricity branches will elect the electricity service conditions sub-committee, those who represent gas branches will elect the gas sub-committee and so on.

National level: The N.E.C. will likewise establish a separate service conditions sub-committee for each of the five service groups. Each of these sub-committees will be composed of one member nominated by each district committee (normally the chairman of the district sub-committee for the service concerned) plus three members of

the N.E.C. appointed by the Council. There will also be an N.E.C. co-ordinating committee for service conditions, on which will sit the chairman of each of the sub-committees, plus sufficient members of the N.E.C., appointed by the Council, as to give them a majority and provide a committee of 15 to 20 members.

The N.E.C. service conditions committee and its sub-committees will be given a wide measure of delegated power with their respective spheres, the council, however, retaining control of major matters of policy, organisation, and finance.

Each district service conditions sub-committee will report its proceedings direct both to the district committee and to the appropriate service conditions sub-committee of the N.E.C. and the latter will be entitled to take any urgent action required which is within its delegated powers, or to refer any matter outside its powers to the N.E.C. service conditions committee.

In addition, the district service conditions committee will provide the staff side of the provincial or regional joint council for its membership group, by election from among its members or, where there are more staff side seats than the committee can fill from its own membership, by making additional appointments in such manner as the district committee approves. Where it is necessary to appoint a representative of a provincial council staff side to the staff side of a National Joint Council, he also will be provided by the district sub-committee.

All other NALGO seats on the staff sides of National Joint Councils will be filled by the N.E.C. from among its own members, members of the appropriate service conditions sub-committee, and officers of the Association.

The NALGO members of the staff side of a National Joint Council will be required to conform to the general directions of the N.E.C. as a whole, while giving due regard to the views or suggestions of the appropriate service conditions sub-committee. The main service conditions committee of the N.E.C. will review the proceedings of all the National Joint Councils.

At district level, the staff side of a provincial or regional joint council will be required to conform to any directions of the N.E.C., and to refer to the district committee before initiating any movement in a provincial council for recommendations to the National Joint Council. The district committee will review the proceedings of all provincial joint councils and draw the attention of the N.E.C. to any important issues or difficulties.

New "Manifold" Districts

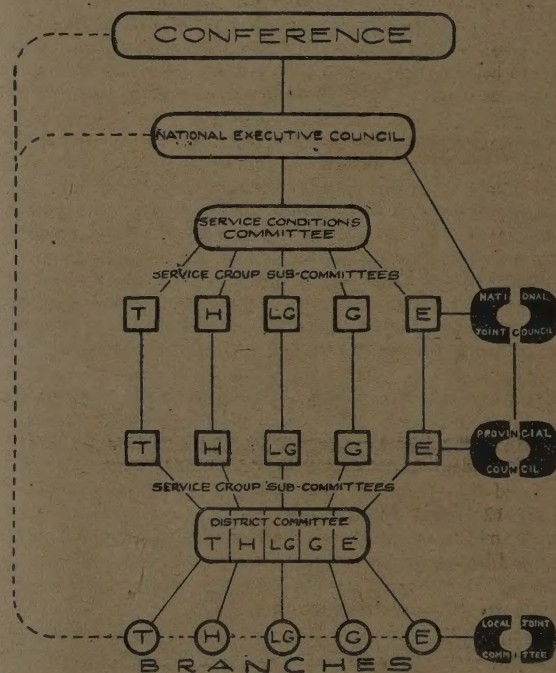
On paper, this structure appears complicated, but in practice it should prove both simple and effective. What it means, in brief, is that the members in each service—local government, electricity, gas, health, and transport—will, in general, control Association policy and negotiating machinery in respect of their own service, subject only to a co-ordinating review by their colleagues in the other services at district level, and to the ultimate control of all major matters of policy by the N.E.C. and Conference.

As will be seen, the proposals not only retain the district committee as an essential part of NALGO structure, but give it an added importance. Since, however, the regional areas for the five service groups and their Whitley Councils all differ from one another, it will be impossible to retain the present district boundaries. To overcome this difficulty, it is proposed to create a "manifold" district, centred on the NALGO district offices but with differing boundaries for each service.

Under the scheme, both the N.E.C. and Conference will continue to be based on the territorial rather than the service group principle: that is to say, members of the N.E.C. will continue to be elected by, and to represent, all the members in a particular area regardless of their service groups, and Conference will continue to be composed of representatives of all branches, without any segregation into the various service groups.

"Like the parliament of the nation," says the Report, "Conference, the parliament of NALGO, should continue to be an assembly of representatives who represent the membership at large, and who are not the delegates of this, that, or the other section. It should be able to override, if necessary, any one section on the kinds of issue . . . which, though they may relate specifically to this or the other service-group, are to be judged, not only from one

HOW THE SCHEME WILL WORK



Under the scheme, each branch of members in a particular service will send delegates to the district committee. Those delegates will elect a district service conditions sub-committee for the service and the staff side of the provincial or regional council. The chairman of the sub-committee will sit on the service conditions sub-committee for their service established by the N.E.C., to which will be given wide powers, subject to co-ordination of policy by the N.E.C. and its service conditions committee. The sub-committee and the N.E.C. will each appoint members of the staff side of the National Joint Council for the service. Branches will continue to elect members of the N.E.C., and send delegates to conference. For the sake of clarity, the relationship between the NALGO structure and the Whitley machinery is shown only for the electricity service, but it will be the same for all services for which Whitley machinery has been established.

sectional standpoint, but from the standpoint of common interest and policy.

"Similarly, the Council should be a group of representatives, and not delegates. Its members should not be tied to any sectional interest. They should be men and women who have made their appeal to the membership at large, upon their own personality and ability, in the widest possible field of competition. The constituency to which they render an account of their stewardship should be a constituency of NALGO members as such . . ."

The second problem confronting the N.E.C. was how to enable NALGO to cater efficiently for its vastly increased membership whilst preserving the principle of democratic control of the Association by its members as a whole.

This problem can be illustrated by the fact that, were the present rule governing branch representation at an Annual Conference to be observed, some 2,000 delegates would be assembling at Eastbourne this month. Such an enormous gathering would be impracticably unwieldy, a mass meeting rather than a "parliament," while there are few towns in the country with halls big enough to hold it. Therefore, the N.E.C. has put forward a scheme for "freezing" the size of Conference to a maximum of 1,250 branch delegates, plus members of the N.E.C. and representatives of district committees and sectional societies. This would be achieved by adopting a scale of representation based on a "quota" or "base figure" obtained by dividing each year's membership total by 1,250, allowing branches with a membership at or above the base figure to send one or more delegates, according to a fixed scale, and allocating the residue of seats to the remaining branches. Applied to this year's membership of 190,000, the scheme would allow one delegate to every branch with between 36 and 301 members, two delegates to every branch with between 302 and 603 members, three to every branch with between 604 and 1,207 members, four to every branch with between 1,208 and 2,415 members, five to every branch with between 2,416 and 4,831 members, and six to branches with more than 4,831 members: in practice, 748 branches would have one delegate, 122 branches would have two delegates, 33 would have three, 12 would have four, one five, and one six. There would remain 125 seats available for 290 branches with fewer than 30 members, and it is proposed that these should be allocated by district committees, on a rota system.

Problem of small branches

It is also proposed to "freeze" the size of the N.E.C., to approximately 60, plus the five honorary officers, by adoption of a similar "base figure," subject to a minimum of two members per district. On the basis of present membership, adoption of this system would give North Eastern, Southern and South Western districts three N.E.C. members each; Eastern, East Midland, South Eastern and South Western four each; Scotland, five; West Midland and Yorkshire, six each; and Metropolitan and North Western, ten each.

Of the Association's 1,200 branches, 590 have fewer than 75 members, and 347 fewer than 40; twelve have fewer than ten members. This large number of small branches, the report points out, presents intractable problems of organisation and equitable representation. It suggests that a membership of 75 is the minimum at which a branch can function economically and effectively, and urges that this standard should be adopted in future, not as a rigid rule, but as a criterion. It also regards as undesirable the

"mixed" branch, comprising members in more than one service group, and, while recognising that such branches may have to continue for a time, urges that the aim in future should be to establish only branches whose members all belong to one service. It is therefore recommended that it should be a function of district committees to secure a satisfactory branch layout in their areas, aiming at all "common employment" branches, each with not fewer than 75 members.

In a section on finance, the report points out that, while the Association has paid its way with a small surplus during the past year or two, this position has been largely due to the influx of new members, and cannot be expected to continue indefinitely. In any event, the surpluses have been small and do not provide a safe margin to cover the cost of the more elaborate service conditions machinery proposed and the completion of the Whitley Council scheme for each service group.

Reserve fund of £500,000 needed

The Council is particularly concerned with the inadequacy of the Association's present reserves, which are "considerably and disturbingly" lower than the reserves of comparable organisations. Higher reserves are essential to enable NALGO to deal with any major crisis and, if necessary, to assist any individual members who may have to bear the brunt of action taken in the interests of all. To meet this need the Council proposes that subscriptions—which are to-day lower than those of most other trade unions—should be raised to a point which will enable the Association to pay its way and to accumulate a reserve fund of £500,000 in ten years' time, by annual contributions from subscription income of £50,000, starting in the financial year 1951-2. The present methods of allocating a proportion of subscription income to branches and districts should be retained, with some minor modifications.

Two matters were considered by the Council, but are not included in the proposals submitted to Conference. The first is the title of the Association, which some members, particularly in the nationalised services consider should be changed to make it clear that NALGO is no longer concerned exclusively with the local government service. The Council, it is stated, has examined the many suggestions for a new title, but has not yet found any which is entirely suitable, nor is it satisfied that a title could be found at present which would accurately describe the field of recruitment and, at the same time, allow of the retention of the short title "NALGO." Since, in the Council's view, it is imperative to retain this short title, particularly in present conditions, it reaffirms the recommendation, approved by Conference a year ago, that no change should be made at present.

The second matter is NALGO's association with the various sectional and professional organisations established for particular groups of officers. At present, these organisations can associate with NALGO through a Joint Consultative Committee. The Council is not satisfied that the Joint Consultative Committee is the best medium for providing a link with the sectional and professional organisations, and intends to consider how its contacts with them can be expanded and improved: in the meantime, however, it proposes to retain the Committee.

If the proposals are approved by Conference, the Council will prepare a revised set of rules to give effect to them for submission to the 1951 Conference.

The councillor's view of Whitleyism

by LAURENCE WELSH

THAT CRITICISM of the Whitley machinery is no monopoly of local government officers was demonstrated at the second conference on establishment work in local authorities, called by the Institute of Public Administration on April 27 and 28. Indeed, those "L.G.S." correspondents who depict a spineless staff side bamboozled and floored in every round by a united, determined, and heartless body of employers, would have been astonished could they have heard the councillors' views of the same body. It was painted in violent colours by Councillor E. S. NEWTON, of Bexley, who complained that the employers' side lacked unity, that it failed to pool the experience and knowledge of its members, and that, in consequence, it was unable to meet the "impenetrable force" presented by the "compact" staff side! That, Mr. Newton suggested, was one of the reasons for what he described as a great deterioration of Whitley relations in the past two years. Another, and greater, reason was that local authorities objected to Whitley Council decisions being "foisted" on them.

Moral for staff sides

Mr. Newton was not, of course, allowed to get away with this distorted picture, and others with greater inside knowledge corrected its focus. Ald. J. L. SCHULTZ, of Hull, for example, described the effective organisation linking the employers' sides of all the national councils, with its research and information service, and went on to draw a moral which is equally relevant to the staff sides. Some service conditions laid down nationally might, he agreed, be open to criticism. But the remedy was not to repudiate national agreements, but to press, through provincial machinery, for their revision.

Another critic, A. N. SCHOFIELD, town clerk of Watford, complained that, whilst many national decisions were ideally sound, they were often impracticable, especially for the smaller authorities. Some speakers contended that too little discretion was left to individual authorities in applying national principles locally. C. G. RANSOME WILLIAMS, clerk

of Rickmansworth urban district council, criticised the vague wording of nationally drafted agreements. Others deplored the complexity of service conditions, and many, significantly, condemned the inadequate starting rates for juniors.

Mr. Schofield, whose paper on establishment work in a medium-sized authority gave rise to many of these comments, recalled that a recent conference of the Association of Municipal Corporations had discussed the desirability of individual local authorities being consulted before national conditions were agreed. The Conference, however, had recognised that this arrangement was impracticable, and by 170 votes to 10 had decided that national representatives, once entrusted with authority, must be allowed to exercise it: a decision repeatedly challenged, and as repeatedly echoed, by successive NALGO Conferences.

Standards of service raised

This discussion, showing how some councils would lower present standards were they able to do so, demonstrated the protection given by nationally-negotiated conditions to the staffs. In other respects, too, the conference underlined how much the Whitley machinery had done to raise the standard of the service by overhauling methods of recruitment, training, and promotion.

This progress was exemplified by the remark of Councillor MRS. CUTLER, of Southampton, that the staff should be thankful for establishment committees, for they were no longer dependent upon blue eyes acceptable to chief officers for their advancement in the service.

The ever-present problem of councillor-staff relations received inevitable comment. Surprisingly, perhaps, it came first from a councillor, H. R. MARSHALL, of Solihull, who thought that elected representatives interfered too much in establishment work; they should, he urged, leave all save senior staff appointments to the officers.

Opposing this revolutionary view, P. E. WHITE, county clerk of Montgomeryshire, hoped that appointments would never rest with the officers. Local government was like the jury system; councillors were chosen not

for their technical knowledge but for their common-sense. Chief officers should give their views, but the choice should rest with the elected representatives.

Though this matter was left unresolved, there was, throughout the conference, a recurring emphasis on the need for expert establishment officers. Though he need not always have the last word, the establishment officer, it was urged, should be given generous authority: the complexity of present staffing conditions called for professional skill and understanding. "Not half the authorities rate the establishment officer high enough," declared Alderman SEMPLE, of Birmingham.

Need for "O. and M."

Discussing the new position created by the Government's adoption of the report of the Local Government Manpower Committee, SIR HOWARD ROBERTS, clerk of the L.C.C., said that the changes, though neither dramatic nor startling, marked a new Government attitude towards local authorities and could result in a great easing of the administrative burden. It was now for local authorities to review their methods of work and their staffing. They were being given a welcome opportunity of ensuring that all were doing their jobs in the best possible way, with a minimum staff.

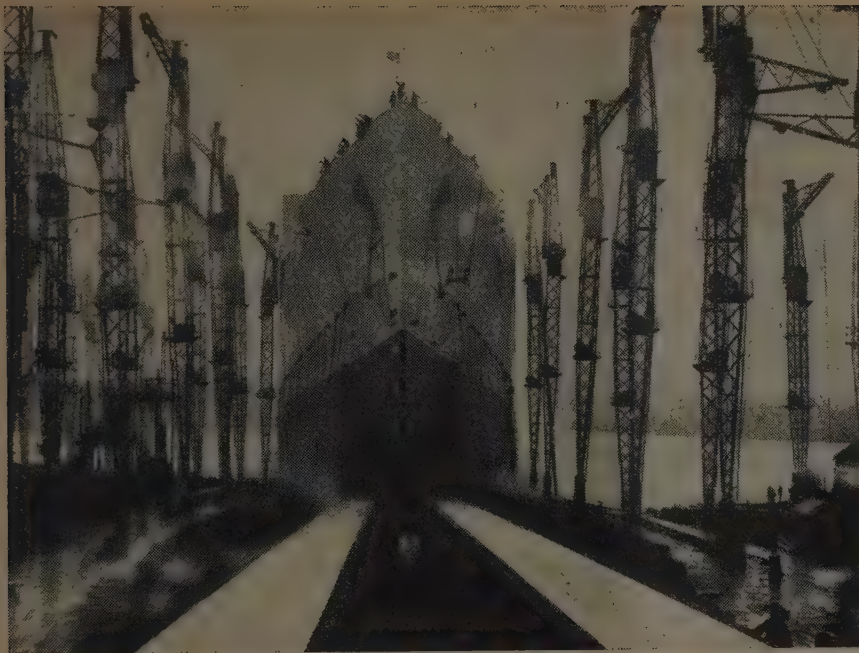
The value of "Organisation and Methods" techniques was stressed at various stages of the conference, especially during the debate on Sir Howard Roberts' paper. Alderman PRITCHARD, of Battersea, called for an educational campaign to show local authorities the merits of O. and M.

The debate wandered down the familiar by-ways of local government reform, but none contested Sir Howard Roberts' assertion that improvements in internal structure and practice need not await the ideal local government system.

Arbitration machinery

In a paper on the settlement of disputes, Professor A. N. SHIMMIN, a member of the National Arbitration Tribunal, urged strongly that all forms of joint negotiation should be employed to the utmost before arbitration machinery was brought into use. Resisting all requests for a definition of the grounds on which arbitration tribunals based their decisions, he said that, since they were not administering a body of statute law, their reasons for each award could not be expressed in exact terms. Each case was decided on its merits, and he denied emphatically that the tribunals were at any time influenced by instructions from a superior body, like the Government of the day.

The conference was attended by 700 delegates, representing local authorities from all over the country. Sir HORACE WILSON, chairman of the National Joint Council, presided with knowledge, wit, and skill.



DIARY OF
ACHIEVEMENT
No. 3 — 1934

To Steer on Even Keel

This staunch and goodly vessel, bearing majestically down the slipway, is the one thousand feet "Queen Mary," with a displacement of 81,235 tons. She was estimated to cost between £5,000,000 and £6,000,000 sterling in pre-war currency, and perhaps Rudyard Kipling's "The liner she's a lady" anticipated the launching in 1934, although it was not until 1936 that, with speed on her prow, she set out on her maiden voyage across the great dollar-earning fishpond.

It is said that the seas are but a highway between the doorways of the nations, and the NALGO BUILDING SOCIETY, which was launched two years previously in 1932, is but a highway between the doorways of its members. Those who have doorways of their own, and a little money to save besides, help themselves to a good rate of interest and help their colleagues to buy their

own homes. It took eight years of steady growth to provide between £5,000,000 and £6,000,000 for mortgage advances, but with those funds more than eight thousand homes were built instead of one floating hotel.

In those early thirties, Tin Pan Alley was asking "How deep is the ocean?" and never got a satisfactory answer, but a great ship undoubtedly needs deep waters, and the greater she is, the more is she at the mercy of the ebbing and flowing of the tide. The NALGO BUILDING SOCIETY is likewise at the mercy of the rising and falling of the tide of new investments. All the rivers running into the sea do not make it full; but neither does the sea dry up. All the members of NALGO investing small sums regularly in their own Society will help us to steer our ship on even keel with gentle gale and satisfy our borrowers who are as hungry as the sea itself.

NALGO BUILDING SOCIETY

2½% per annum on SHARES: 1½% per annum on DEPOSITS: (tax paid)

Minimum Investment 2s. per month

Maximum Holding £5,000

1, YORK GATE, REGENT'S PARK, LONDON, N.W.1



Miscellaneous grades: new scheme explained

by HADEN CORSER *

THE PUBLICATION by the National Joint Council for local government staffs of the supplementary scheme for miscellaneous classes of officers (set out on page 175) may give rise to some surprise, and perhaps trepidation on the part of existing officers who think the scheme will in some way adversely affect them.

As the title of the scheme clearly indicates, the persons concerned will still be regarded as "officers," and will still come within the purview of the local government National Joint Council.

Experience has, however, demonstrated the need for additional grades for officers of local authorities who do not come within the definitions relating to clerical, administrative, professional and technical staffs, and grades have been added to both ends of the existing scales.

The local government National Joint Council is not the only body dealing with collective bargaining in the local government field which has felt the need for a fresh approach to the question of catering for additional groups of employees who are not manual workers. The National Manual Workers (non-trading) Joint Industrial Council and the County Roadmen's Joint Industrial Council have also been in the difficulty that they have had until now no schedule rates for foremen or various categories of employees with all sorts of miscellaneous or supervisory duties. Further, the National Joint Council has been asked on several occasions to fix scales for groups of non-manual employees who do not fall clearly within the definitions of the Charter.

A joint approach

The present scheme is, therefore, the result of consultation between the several national bodies whose function is to make provision for suitable rates of pay and conditions of service for all persons in the employ of local authorities, some of whom until now have had no settled or regular conditions of service.

The supplementary scheme will, therefore, include some, but not all, of those officers already graded as "miscellaneous" by the local government N.J.C.; new classes of officers for which the N.J.C. has been asked to provide a scale; employees regarded up to now as within the province of other joint industrial councils; and

employees who up to the present have been regarded as outside any existing joint industrial council schedules.

Officer status for all

All persons who are graded within the contemplated supplementary scheme will have officer status, and the grades of salaries and conditions of service are clearly laid down. The salary scales cover a range of salaries of £245 (minimum) to £510 (maximum). Since the maximum salary is beyond the maximum of the general division, clerical division and three of the administrative, professional and technical grades, no officer coming within the supplementary scheme should regard himself as belonging to a lower order than officers subject to Charter conditions. What is now happening is an attempt to tidy up, after several years' trial, all Whitley machinery in the field of local government. All appropriate conditions of service of the supplementary scheme have been lifted from the main scheme practically without alteration and are in no sense inferior, though some alterations in the overtime and hours clauses have been necessary. It will be appreciated that some of the conditions in the main scheme refer only to officers engaged in the first instance as juniors and accordingly those paragraphs which relate to recruitment, training, annual reports, examination successes, and official conduct, have been omitted.

The supplementary scheme deals positively with scope; scales; hours; overtime; annual leave, special leave and maternity leave for women officers; discipline; sickness regulations; payment of removal expenses; expenses of candidates on appointment; motor car allowances; welfare; establishments; appeals machinery; and transfer and safeguarding of existing staff.

The scheme operates from October 1 this year, and when it comes to the notice of local authorities for implementation they will have to do what they did when the original scheme was adopted, that is, determine an establishment for each department, allocating a suitable number of posts to each grade. This establishment will consist of (a) new posts not previously graded by the local authority under the recommendations of any J.I.C., and (b) officers regarded as coming within the scope of the scheme but who already

may have been graded within the miscellaneous or other divisions of the main scheme.

With regard to (b), however, officers so transferred have the right of appeal against transfer, or the grading allocated to them, exactly as they had in the original scheme which applied from April, 1946. This is one of the most important provisions of the scheme. To those employees who will be brought into the supplementary scheme for the first time, it will be welcome and advantageous.

Certain officers already graded as miscellaneous will be transferred to the supplementary scheme without any loss or prejudice to their conditions, with, of course, appeal rights. The remainder to be brought within the scheme are those who have already been graded within other divisions of the main scheme. To these the appeal provisions are of first importance.

An analysis of the grading schemes of a large number of representative authorities shows that in the original grading certain officers were placed in the miscellaneous division whose duties and responsibilities clearly entitled them to be regarded as coming within, variously, the general, clerical or administrative, professional and technical divisions. Any such officers have now the opportunity of considering whether or not they properly come within the scope of the supplementary scheme. It may well be that local authorities will take the opportunity of re-classifying such officers, but if not, the officers concerned can avail themselves of the adequate appeal provisions of the supplementary scheme.

"No detriment" clause

Notice of appeal must be given by an officer to the employing authority within three months of receiving notification from the employing authority of its decision either to apply or not to apply the scheme to him, and in the event of such appeal being not to the satisfaction of the appellant, notice of appeal to the provincial council must also be given within three months of the notification to him of the local authority's decision.

The scheme further provides that a transferred officer "shall enter the scale appropriate to the grade determined by the local authority at a point equivalent to the salary which he would otherwise have had at the date of transfer, or, in the absence of such an equivalent point, at the next higher point within the scale," and also that "where an employee under his existing contract of service is receiving a higher salary or better conditions of service taken as a whole or would progress to a higher salary than that applicable to the grading of the post under the scheme, such better conditions, taken as a whole, or higher salary, or progressive higher salary, shall be preserved in his case."

* Mr. Corser, former deputy general secretary of NALGO, was secretary of the N.J.C. staff-side when the new scheme was negotiated.

A new crest for the Association?

In February, we invited readers to design a new "crest" and symbol for NALGO. Here are the winning entries:



1st prize

C. J. Wheeler



2nd prize

H. Hollings



3rd prize

E. J. Dunlop

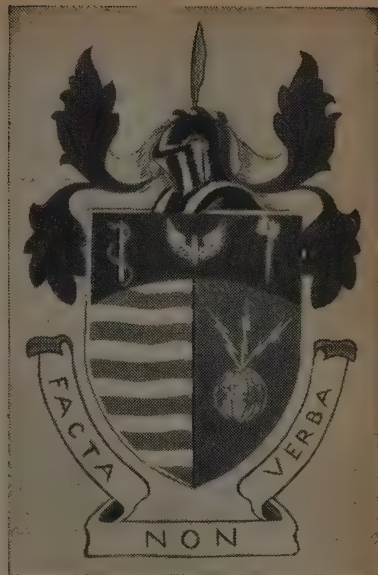
THE COMPETITION, seeking designs which would be more appropriate than is the present crest for the Association's wide range of membership and activities, brought a remarkable response. More than 90 entries were submitted, ranging from orthodox heraldic shields, brilliantly executed in gold, silver, and vivid colour, to the crudest of thumbnail sketches. It was evident, however, that even the ablest draughtsmen had found difficulty in introducing, in one design, the Association's many interests and services.

Two kinds of design were asked for: a "crest," or shield, to replace the present emblem; and a simpler symbol suitable for use on posters and noteheadings. Many competitors essayed both and some, not unnaturally, confused the two. Most of the better designs used conventional symbols for the various services—local government, health, electricity, gas, transport and water supply—and a few, more ambitious, attempted to show "service for the services."

Judging so varied a collection of ideas was not easy but, after eliminating all those which either failed to represent adequately the various services, or to symbolise public service as a whole, there remained 14 designs from which those reproduced here were finally chosen.

In the "crest" class, shown on the right, the first prize of three guineas goes to H. ALDRIDGE, of S.W. Electricity Board, whose heraldic shield, one of three he submitted, embodies all the services for which NALGO caters, in a well composed and boldly executed traditional design. W. T. DUTFIELD's (Dudley) civic service emblem gains the second prize of two guineas for its neatness and simplicity, 'qualities which are prominent also in the shield for which D. FOSTEN, of Battersea, is awarded the third prize of one guinea.

In the symbol class, reproduced on the left, first prize of three guineas is awarded to C. J. WHEELER, of London Electricity (Western), whose design shows clearly the six services and the way in which NALGO binds them together. H. HOLLINGS, of Horsforth, Leeds, wins second prize of two guineas for a similar idea, more crudely executed. The third prizewinner, E. J. DUNLOP, of N.W. Electricity Board, submitted a much cleaner and neater design, beautifully drawn in white on black, but lost points because his symbol of the growing tree had less relevance to the Association.



1st prize

H. Aldridge



2nd prize

W. T. Dufield



3rd prize

D. Fosten

10 *times richer* *in opportunity*

Coming of age ! What excitement, hope and fear. Bringing a new vitality with them, they will look for the richness of a really full life. And because, more than ever to-day, opportunity goes to those best able to grasp it, you will want to help your young ones in their effort.

They'll look to you for guidance and encouragement. But they'll need more than that. Pitfalls there will be, and disappointments, too, but they will take them in their stride if your wisdom and forethought in their very early years provides the helping hand. The important factor is the financial "send-off" which will keep them one pace ahead.

NALGO's Children's Deferred Assurance provides a cash sum at age 21 or alternatively at age 25, or valuable options in the form of assurances on the child's own life. Effected in the first instance on the life of the parent, the policy ranks for income tax rebate. Write for the leaflet showing how you can make your child ten times richer at age 21 or 25 by means of a NALGO Deferred Assurance.



NALGO INSURANCE DEPARTMENT
1, YORK GATE, REGENT'S PARK, N.W.1

Please send me details of NALGO's CHILDREN'S
DEFERRED ASSURANCES.

M.....

ADDRESS.....

LGS.13



Service conditions news

LOCAL GOVERNMENT

SCHEME FOR "MISCELLANEOUS" STAFF AGREED BY NATIONAL JOINT COUNCIL

by J. C. HAMILTON

MEETING in London on April 25, the local government National Joint Council approved a supplementary scheme of conditions of service for miscellaneous classes of officers, agreed new salary scales for superintendents and matrons of residential establishments and children's homes, determined the grading of mental health workers, reviewed the salary scales of transport inspectors, made minor revisions in the sick pay scheme, and gave rulings on jurors' allowances, subsistence allowances, and certain professional qualifications.

"Miscellaneous" scheme

The scheme, on which a comment appears on page 172, will operate from October 1, 1950, and relates to employees, whether at present designated as officers or serjants, whose duties are neither wholly clerical nor wholly manual. Generally, employees whose work is predominantly manual, or who are already within the purview of any other national J.I.C., or whose terms and conditions of employment are, by recognised custom, determined by reference to those of employees under their supervision, are not eligible for inclusion in the scheme. Exceptional cases, however, may be dealt with through the negotiating machinery.

Salary scales for officers over 21 years of age are as follows, subject to additional "weighting" in the London area:

I £245 × £10—£285	IV £360 × £15—£420
II 270 × 15—330	V 405 × 15—465
III 315 × 15—375	VI 450 × 15—510

Junior scales will be determined by local joint negotiation.

The scheme also provides for hours of duty, overtime, annual and special leave, sickness payments, motor car allowances, and rights of appeal. Printed copies of the full scheme will be sent to branches as soon as they are available.

Superintendents and Matrons

An improved scheme of salary scales, emolument values, and service conditions for superintendents and matrons of residential establishments provided under the National Assistance Act and of children's

homes was agreed, with effect from April 1, 1950. Briefly, it provides:

(a) Salary scales

Residential Establishments.

Beds	Superintendents £	Matrons £
99 and under	265 × 15—355	235 × 15—325
100—199	340 × 20—400	295 × 15—340
200—299	380 × 20—440	310 × 20—370
300—399	440 × 20—500	340 × 20—400
400—599	500 × 20—560	400 × 20—460
600 and over		450 × 25—525
600—799	550 × 25—625	
800—999	625 × 25—700	

Children's Homes

Beds	Superintendents £	Matrons £
99 and under	265 × 15—355	235 × 15—325
100—199	340 × 20—400	295 × 15—340
200—299	380 × 20—440	310 × 20—370
300—399	450 × 25—525	340 × 20—400
400—599	550 × 25—650	400 × 20—460

(b) Emoluments to the value of £180 for homes and institutions of 299 beds and under, and £200 for those of 300 beds and over, including the sum of £30 which at present is added to the values of emoluments for superannuation purposes and which will now be discontinued.

(c) Four weeks annual leave, exclusive of statutory and general national holidays, and, with the exception of hours of duty and overtime provisions, all other Charter conditions.

Details were sent to branches on May 9.

Mental health workers' grading

The following is a summary of the agreement on grading for mental health workers, to operate from April 1, 1950: Mental health workers employed on field duties* who hold a university diploma or certificate in social science or mental health, or have had not less than five years' experience in responsible mental health social work—A.P.T. I—11 (Grading of workers not qualified academically or by experience is to be determined by the employing authority, having regard to the standard set for qualified workers.)

Mental health workers engaged on similar but more responsible duties, e.g. supervisory, or involving liability to depute

*A full list of these duties is set out in the scheme, sent to branches on May 9.

for a duly authorised officer—A.P.T. III.

Duly authorised officers with supervisory duties in mental health or general welfare work—A.P.T. IV.

Grading of senior administrative officers will be determined by employing authorities, having regard to the duties and responsibilities of each post and to the foregoing standards of grading.

Professional qualifications

The following have been added to the list of professional qualifications recognised for purposes of grading:

(a) *Engineering and Surveying Assistants*—Institution of Mechanical Engineers and Institute of Electrical Engineers;
(b) *Finance Staffs*—Association of Certified and Corporate Accountants.

Transport inspectors

Details of the Council's revised recommendations are given in Transport Service notes on page 176.

Sickness pay

Insurance Benefit. It was agreed that the only insurance benefit to be deducted from full pay should be that actually received, provided that the officer complied, to the extent to which he is required by his authority to do so, with the regulations on payment of contributions and the claiming of insurance benefit.

Medical Certificates. It was agreed that an officer who falls sick should not normally be required to submit to the insurance authorities a medical certificate before the fourth day of absence, just as he is not required to submit a certificate before that day to his employing authority and that he should not suffer a deduction from pay in respect of any insurance benefit which may be lost thereby.

Juror's allowances

The Council decided that leave for jury service shall be regarded as leave with full pay and that officers called for jury service should therefore be instructed not to make a claim for loss of earnings.

Post entry training—assistance

The Council decided to add to its recently revised recommendation "that financial assistance, appropriate to the particular circumstances shall be afforded to officers in connection with courses of study suitable to the work of that department in which each officer is employed and approved by the head of that department" the words "and confirmed by the employing authority."

Subsistence allowances

The Council's recent decision on modified subsistence allowances for "travel-

ling" or "outside" officers was made on the assumption that few other than county council staffs would be affected. Now, to clarify the position of officers in other areas, such as metropolitan boroughs, where it is not normally possible to get home for meals, the council has decided that where a "travelling" or "outside" officer travelling in the performance of his normal and routine duties is prevented from taking meals at home or at his administrative centre, or at the establishment of his own choice where he regularly has his meals, he is entitled to the modified subsistence allowances.

Motor car allowances

The Council decided to amend the scheme of motor car allowances to provide (a) some compensation to those officers who are using cars which, because of age, necessitate additional expenditure on repairs; and (b) a scale for cars exceeding 12 h.p. Details will be published as soon as they are available.

Consideration was also given to the desirability of increasing the allowances to meet the recent increase in the price of petrol, and the Council referred the matter to its sub-committee, with power to act.

NATIONAL EXECUTIVE COUNCIL

The committees of the National Executive Council met on April 14 and 15. Matters discussed and decisions reached, subject in most cases to confirmation by the N.E.C., included:

Service conditions

Hours of Duty. NALGO is to resist a proposal, referred to the National Joint Council by the County Councils Association, that office hours should be increased from 38 to 40 a week, without additional remuneration.

Joint Committee for Water Engineers' Salaries. The committee received a report of the first meeting of the Joint Committee for Water Engineers' Salaries, held on March 16, when a sub-committee was appointed to formulate a scheme for regulation of salaries and conditions of service.

Marriage Bar. It was decided to instruct the staff side of the various N.J.C.'s on which NALGO is represented to press for a provision "that no woman shall be disqualified for employment or be dismissed from such employment by reason only of marriage."

Ringwood and Fordingbridge R.D.C. In spite of a strong recommendation from the National Arbitration Tribunal that this council should reinstate a dismissed officer, it still refuses to do so. NALGO is therefore to take further steps to secure that the recommendation is effected.

Subsistence or Overtime Payments. The committee approved and referred to the N.J.C. staff side a suggestion that an officer

working beyond normal hours should be entitled to claim either subsistence or overtime payment at his option.

Education

Area Education Committees.—It was recommended that district committees be encouraged to set up area education committees, with full autonomy within the general policy of the Association, subject to approval by the district committee of their annual estimates.

Correspondence Institute.—The N.C.I. is to provide courses for those wishing to take the examination of the Institute of Shops Acts Administrators.

Law and Parliamentary

Ex-Servicemen as National Insurance existing contributors.—Under the old National Insurance scheme, contributions were paid on behalf of members of the

Forces up to the time of their demobilisation. On their return to civilian employment, however, some of those who were not compulsory contributors continued to pay contributions voluntarily, while others allowed their insurance to lapse. Since these ex-Service members have been classed as "existing contributors" for national insurance purposes, those who did not voluntarily contribute from the period of their demobilisation to July 5, 1948, are worse off than entrants to the scheme. Representations are to be made to the Ministry of National Insurance suggesting that the classification of ex-Service members as existing contributors be reconsidered.

Valuation Panel Staffs.—It was reported that appropriate action had been taken to prevent former transferred rating employees who became officers of valuation panels from suffering loss due to increased superannuation contributions.

TRANSPORT SERVICE

ELECTRIC TRACTION SALARIED STAFF STAKE CLAIM FOR REPRESENTATION

by JOHN LANCASTER

FOR SOME MONTHS, NALGO has been vigorously asserting the right of salaried staffs of the British Electric Traction Staffs Ltd. to be represented by a trade union for the negotiation of their salaries and service conditions with the management. The companies concerned are: Birmingham and Midland Omnibus Co. (Midland Red), North Western Road Car Co., Rhondda Transport Co., South Wales Transport Co., and Trent Motor Traction Co.

An application for salary scales and conditions of service was submitted simultaneously to those companies and to the Managing Director of B.E.T. on February 21, and the claim is now being pursued with the individual companies by NALGO's district organisation officers.

The management has, however, adopted the incomprehensible attitude of denying the right of a member of the staff who is paid monthly to join a trade union and be represented by the union, while acknowledging the principle of joint negotiation for weekly-paid staff who are, in fact, performing similar duties. I gather from reports I have received that were NALGO to relinquish its claim to represent the salaried staffs, it would receive recognition so far as the weekly-paid staffs are concerned. But we are not prepared to do this, and at a delegate conference held in Birmingham on April 30, it was firmly reiterated that salaried staff should be entitled to representation, particularly since most are already NALGO members.

I am happy to say that progress is now being made with some undertakings.

I want to make it clear that all rumours of intimidation and victimisation are completely without foundation. Both the general managers of the companies and the B.E.T. directors have given me solemn undertakings that nobody will suffer in this way through joining NALGO.

New "Company" branches

Branches have been formed in Western Welsh, City of Oxford Motor Services, and Ribble.

Municipal transport inspectors

The Transport Advisory Committee of the National Joint Council for local government staffs, made the following recommendations which were approved by the N.J.C. on April 25:

- That local authorities shall review their establishment of transport inspectorate posts graded in the A.P.T. Division or on scales equivalent thereto, with a view to determining whether or not such posts conform to the definition of administrative duties or otherwise;
- That inspectorate posts, the duties of which do not conform to the definition of administrative duties shall be transferred to the special scheme for the inspectorate grades;
- That for the purposes of paragraph (b) the following additional inspectorate grades be established: £435 × £15 — £450, and £450 × £15 — £465. Where the duties and responsibilities justify higher grades than the foregoing, local authorities shall have discretion to allocate appropriate higher grades.
- That the salary scales in the special scheme for the inspectorate grades be hence-

forth designated as follows: 1. £315 × £15—£375; 2. £390 × £15—£405; 3. £420 × £15—£435; 4. £435 × £15—£450; 5. £450 × £15—£465.

(3) That where the duties of inspectorate posts conform to the definition of administrative duties, such posts shall remain graded within the A.P.T. Division, employing authorities to be recommended to consider the advisability of altering the designation from "inspectorate" to a more appropriate designation.

The position of inspectorate grades who are regularly rostered for night duty, was also considered, and the N.J.C. decided: (a) That an inspector engaged continuously on night-work for a period of a week or more shall be paid in respect of such period in accordance with the scale of salary appropriate to his post plus £30 per annum. (b) That for the purpose of the foregoing the night-work rate shall be paid in respect of complete shifts worked between the hours of 8 p.m. and 6 a.m.

Road haulage staffs

Recognition of NALGO as an appropriate organisation to represent the interests of the clerical and administrative staffs of Road Haulage undertakings was discussed at a meeting held on April 28, at Transport House, under the auspices of the T.U.C. Representing NALGO were E. A. S. YOUNG, President, LEWIS BEVAN, P. H. HARROLD, E. L. RILEY, J. H. WARREN, general secretary, J. E. N. DAVIS, chief organisation officer, and myself. We met representatives of the Transport and General Workers Union and the Railway Clerks' Association under the chairmanship of Sir LUKE FAWCETT, chairman of the T.U.C. disputes committee. After a full and frank discussion the meeting was adjourned so that representatives might consult with their respective national executive councils.

disputes arise, the question will be considered by the appropriate area joint committee, and, if agreement is not then reached, the dispute will be referred to the National Joint Committee, with the provision that, in the event of disagreement at national level, the matter may be referred to arbitration.

National Consultative Committee

The National Consultative Committee met on May 13. Among matters discussed were:

Co-partnership schemes: The committee received a report of a meeting held on March 28 between representatives of the Gas Council, the N.J.C. for gas staffs, the J.I.C. for the gas industry, the Confederation of Shipbuilding and Engineering Unions, and the Amalgamated Union of Building Trade Workers to discuss the procedure to be followed to enable the Gas Council to discharge its obligations concerning co-partnership schemes. The general opinion of the meeting had been that existing co-partnership schemes should be wound up, and the unions had made proposals for the distribution of present holdings and for compensation to individuals for anticipated loss over future years. These proposals are now being considered by the Gas Council.

The consultative committee then considered a proposed incentive bonus scheme, which, it was suggested, should be introduced into the industry after the co-partnership schemes had been dissolved.

Salary agreement: Negotiations on the salary agreement were discussed, and NALGO's representatives on the N.J.C. were advised upon several outstanding problems which are to be discussed at the next meeting of the N.J.C. sub-committee.

GAS SERVICE

NEGOTIATING MACHINERY TO BE SET UP FOR SENIOR OFFICERS

by L. A. GARRATT

NOW that the negotiating machinery for gas staffs receiving salaries up to £800 a year has been established, the Gas Council has turned its attention to senior staffs receiving higher salaries. NALGO and the G.E.N.G. were invited to discuss the setting up of machinery for these staffs, and it was agreed to establish a National Joint Council of 30 members, and area joint councils, each of ten members, the membership in each case to be divided equally between the Gas Council and the staff organisations.

NALGO's representatives on the staff side of this N.J.C. will be elected by the N.E.C., upon the recommendation of the National Consultative Committee to whom district gas consultative committees have been asked to submit nominations.

Marginal Grades

The first meeting of the National Joint Standing Committee, which comprises 15 representatives drawn equally from the Gas Council, the N.J.C. for gas staffs, and the J.I.C. for the gas industry, was held on May 9. It was agreed that, in future, the title "Intermediate Grades" should be substituted for the present "Marginal Grades."

Proposals on the salaries and service conditions of these grades were outlined by the Gas Council representatives, to which the staff side made counter-proposals, and these are now being considered by the employers. All three bodies realise the need for a just and speedy settlement, and I hope that by the time these notes are read some measure of agreement will have been reached.

Area joint standing committees, also composed of 15 representatives drawn equally from the three bodies concerned, are being established in each gas area to implement the wage rates and conditions of employment of the intermediate grades. Area boards will be responsible, in the first instance, for deciding which employees shall be graded as intermediate. Where

ELECTRICITY SERVICE

"EDUCATIONAL INCENTIVES" SCHEME NOW IN BOARDS' HANDS

by L. G. MOSER

THE National Joint Advisory Council has now issued to electricity boards its recommendations concerning "educational incentives."

Under the Electricity Act, 1947, the boards have a duty to provide facilities for the training and education of their employees, but apart from the statutory obligation, the Council recognises that employees who qualify appropriately benefit both themselves and their employers.

It therefore takes the view that, while an employee's main incentive for taking educational courses is the more responsible—and more remunerative—posts for which they will fit him, employers should make some contribution both to the time and cost involved.

There are two methods of giving the financial aid—a monetary award to those who pass examinations, or part payment of study expenses. The Council considered both methods, and decided—rightly in my opinion—that the aim should be to ensure that no one who had the desire to qualify for promotion should be prevented from doing so because of the cost, and therefore that the latter method was preferable.

The recommendations, which are based on the principle that the continuation of all concessions must depend on satisfactory students' progress reports are:

(a) **Part Time Day Release:** All junior employees up to the age of 21 should be allowed the equivalent of one day off each week to attend suitable classes at a school, technical or commercial college or other

educational institution. Relaxation of the age limit of 21 will be necessary in the case of an apprentice entering into agreement with his employing Board to continue his apprenticeship beyond that age, and also in the case of ex-servicemen who should be allowed time off during an additional period equivalent to that of their national service if their normal training has been interrupted.

A similar facility might be extended to those of more mature age who, over a period of two or three years, have by evening study made progress in a course leading to a recognised qualification.

No specific regulations can be drawn up to cover such cases though it is suggested as a guide that, if an employee has successfully completed Ordinary National Certificate, he should be allowed one day release per week during two years to take a Higher National Certificate.

(b) *Registration, Tuition, and Examination Fees*: Employees who, in accordance with the recommendations of the National Joint Advisory Council for the education and training of their particular grades and with the approval of their employing Boards, follow educational courses in subjects appropriate to the requirements of the electricity supply industry should be reimbursed with 50 per cent to 75 per cent of their registration, tuition, and examination fees, these to be paid year by year. All expenses involved in graduation or election to any form of membership of a professional institution must be borne by the employee concerned.

The above arrangements should apply to employees who, because facilities for preparing for certain qualifications do not exist in their localities, or because of other special circumstances, take correspondence courses with the approval of the employing Board. Payment to employees for such courses should preferably be made in successive stages leading to the preliminary, intermediate, and final examinations, rather than to the whole cost of the course embracing all these stages at once.

(c) *Textbooks and Travelling Expenses*: Employees following appropriate educational courses, particularly juniors, should be given some assistance to meet the cost of their books and their travelling expenses in attending a school or college where such cost is considered greater than they can reasonably be expected to meet out of their wages or salary.

(d) *Non-Monetary Prizes*: Modest non-monetary prizes such as books, tools, etc., should be offered on a competitive basis where there are sufficient employees following courses of a similar nature to make such prizes an added incentive.

(e) *British Electricity Scholarships*: The Education and Training Committee is considering the founding of British Electricity Authority scholarships. Recommendations will be made to the National Joint Advisory Council in due course.

It is recognised that some employees—particularly those who were subject to the local government Charter—might, with the consent of their employing boards, have already begun a course of study and paid their own fees, in the expectation of receiving the monetary grant previously payable. It has been agreed that in such cases the employee should still be entitled to the grant.

N.J.C. Meeting

The May meeting of the Electricity National Joint Council was mainly devoted to the formal matters of an annual meeting. This year it is the turn of the boards' members to hold the office of chairman, and E. W. BUSSEY, C.B.E., was unanimously elected.

HEALTH SERVICE

DISTRICT NURSES TO GET £40—£60 RISE WITH FIFTEEN MONTHS' BACK PAY

by G. W. PHILLIPS

THE CLAIM of the staff side of the Nurses' and Midwives' Council for increased salaries for nurses employed by local health and education authorities and for domiciliary midwives was heard by the Industrial Court on April 24. As a result, district nurses who are state registered and have had district training will receive salary increases of £40 a year at the minimum and £60 a year at the maximum, with effect from February 1, 1949. In addition, any such nurse who has nine or more years' service in that capacity will be placed automatically on the maximum of the new scale. The Court legislated for this particular grade of nurse only, instructing the contesting parties to negotiate, on the basis of the award, salary scales for the other grades covered by the terms of reference of the claim.

Meetings of the Nurses' and Midwives' Council to consider the award and negotiate scales for the other grades have already been arranged.

The new scale is £340 × 15—£445, with a further increment of £20 to £465, and a nurse will be assimilated to the new scale at the equivalent point to that she had reached on the old at February 1, 1949, her incremental date being unchanged.

The staff side case was presented by its chairman, C. A. W. ROBERTS, O.B.E. (NALGO), who said that it was a matter of great regret to the staff side that, to obtain fair treatment for the grades of nursing staff affected, they had had to resort to arbitration at so early a stage in the Whitley Council's history. The refusal of the management side even to discuss the salaries of domiciliary nursing staffs had caused great indignation in the nursing and midwifery professions.

Although he did not think it well-founded, there had been a suggestion that the Court might consider itself bound by Government policy. In reply, the chairman emphasised that the Court was not bound in any way and considered each case that came before it on its merits.

J. H. WARREN, NALGO's general secretary, is again chairman of the staff side and vice-chairman of the N.J.C., and W. H. HAND (for the boards' members) and I (for the staff side) are the joint secretaries. J. E. N. DAVIS, NALGO's chief organisation officer, is still a member of the Council.

Another chance to change to N.H.S. pension scheme.

The National Health Service (Superannuation) Regulations, 1947, established a pension scheme for national health service staffs, and officers transferred under the National Health Service Act, 1946, who were already subject to a pension scheme, were given the option of remaining in their old scheme or of transferring to the health scheme. The option had to be exercised by October 5, 1948, and some officers, considering that they would do better by remaining in their old pensions scheme, decided to do so.

Since then, amendments made to the health scheme in 1948 and 1949 have materially improved it, and many officers who had decided not to transfer now wish that they had done so. Therefore, representations were made to the Ministry of Health by NALGO and the Administrative and Clerical Staffs' Functional Council that, because of the improvements made, transferred officers should be given a further opportunity to transfer to the scheme.

In response to these representations, the Minister agreed to give transferred officers a further option to come into the health scheme, and has included provision for it in new regulations which came into operation on April 1, and which contain further improvements. Any transferred officer who, in 1948, decided to remain subject to his old pension scheme but who now wishes to transfer to the health scheme can do so merely by notifying his employing authority in writing to that effect before October 1. The health service pension scheme will then operate in his case on the first day of the month following the month in which he gives the notice: i.e., if he gives notice in July, the health scheme operates in his case from August 1. In the case of those paid weekly, the health scheme will operate from the first day of the week following the notice.

Readers' Forum

"We are not like that!"

LIKE WHAT? says I. "Sedate, safe and unenterprising, impervious to original ideas," says he, "and decorously dull."

"Well, are we?" says I. "We must be," says he, "otherwise what other reason can be given for the filching that is going on by central government departments."

All this is quoted (or misquoted, without the sense being altered) from ALLEN MARSHALL's article in May "L.G.S."

I do not propose to speak for the whole of the local government service, but I challenge the verity of his statements in their application to one part of the health service.

I hope other officers who disagree will deal with their own particular departments, and let us see how much truth there is in this challenge.

The control of milk has been transferred from local authorities to the Ministry of Agriculture and Fisheries. It was stated (I don't know by whom) that the work was not being carried out efficiently. Assuming this was so, was it because we were sedate, safe, unenterprising, impervious to original ideas and decorously dull? No! Emphatically no! It was because there were not enough of us to do the job.

The decision to transfer the function was made in 1944. Five years later it happened, but during those five years local government officers continued their routine work, however inadequately. The Ministry took over. And now it appears there is no routine inspection, no routine supervision, no routine at all. That is perhaps where the efficiency comes in, or maybe it is one of those original ideas. The effect of another of those original ideas has been to change the emphasis of the control, from one of concern for public weal to one of concern for the trade.

Heaven knows how many times we asked in vain for a code of food standards from the Ministry of Health. The Ministry of Food, however, was prepared to use that "original idea" and formulate a set of standards, but would not leave their application to the people who for so long and with such "unoriginality" had sought them.

I suggest that we have been much too gentlemanly in the past. We have a high code of conduct, and so have the elected bodies which are so essentially a part of democratic local government. We have both observed those codes; we have been

the butt for all and any, but we have not replied. It wasn't nice to hit back, not dignified, perhaps, not sedate, nor safe, but yes, I do admit, it was decorously dull.

There are men with vision and vigour in the service, but may they be preserved from the remote control of "regionalism." Since change must come, only the alert, informed interest of the man in the street can save us from regionalism, or some other form of neo-feudalism.

Health Department, Rugby. T. BARTLETT

Next month's "L.G.S." will be a double number, devoted to the Annual Conference, and containing no space for correspondence. It will be published towards the end of July, and there will be no August number. Contributions for the September journal must reach the Editor by August 11.

Clerk and tradesman

L. GRIFFITH's letter in the May "L.G.S." omits several important facts. Normally the tradesman's "salary" is £328 12s. p.a. from the age of 21, while the General Division clerk (whose maximum is £385) reaches and passes on from that salary at the age of 27. Their respective earnings are:

	L.G.O.			Tradesman		
	£	s.	d.	£	s.	d.
Total earnings age 20 to 32	3695	0	0	3617	18	0
Total earnings age 32 to 65	12705	6	0	10853	14	0
Total earnings age 20 to 65	16400	0	0	14471	12	0
Estimated Pension age 65 to 70	1443	15	0	1224	15	0
Annual Pension	288	15	0	244	19	0
Weekly hours worked (ignoring holidays)	38 hours			44 hours		
Yearly hours worked (ignoring holidays)	1976 hours			2288 hours		
Average hourly rate age 20 to 65	3/7 per hour			2/10½ per hr		

The superannuated tradesman is the exception, not the rule.

Therefore, between the ages of 20 and 65, the tradesman works a total of 14,040 hours more than the General Division clerk for £1,928 less in salary. Moreover, the clerk's working conditions are usually more favourable. A tradesman must often work outside, in all kinds of weather, and probably using dirty materials, against which he must provide himself with protective overalls. He may also have to provide his own tools. Again, it is usually necessary for the tradesman

to attend evening classes (or day classes during apprenticeship) for several years to become skilled in his trade and thereafter to continue his studies to keep abreast of constant changes and improvements.

The local government officer has security of tenure and other favourable service conditions which the average tradesman does not enjoy.

My sympathies are with the married General Division clerk, aged between 22 and 27, but he is, on the whole, much better off in every way after that age than any tradesman with whom I have come in contact.

GEO. MOFFAT

Wage restraint upheld

F. NEWMAN, in his letter in May "L.G.S." invites me to go back a century to discern the fallacy of the current wage-freeze (sic) policy by investigating the question of a shorter working day, which is an entirely different matter. More output in a shorter time can be and is being achieved.

This question is linked with the division of labour (specialisation), new industrial techniques, mechanisation, and so on, the consequences of which were unforeseen by the economists of a century ago, just as economists to-day can barely discern the economic consequences of the use of atomic power.

I do not dispute the statement that the prime object of trade unions is to work for better living standards for their members; it is not—as many people seem to think—incompatible with this for trade unions to advise their members not to press for all-round increases in money wages.

A LAYMAN'S GUIDE TO PLANNING



collier

Mineral workings

It is the value of wages translated into purchasing power or real wages that matters most, and I am convinced that not only would a general increase in money wages not lead to greater real wages, but that the position with regard to real wages would be worsened, particularly in the case of local government officers, who would no doubt be towards the end of the queue for increased money wages.

Leicestershire Branch.

K. A. FARMER

"Strong case for increases"

"TEACHER'S" reply to my letter comparing local government salaries with those in his profession misses the point. Neither teachers nor local government officers will put a penny on their pay by squabbling among themselves as to who is doing the better job. My letter did not argue that the teachers' pay claim is not justified—I am convinced that it is. But if a 22-year-old teacher, who is already getting £55 a year more (£83 more in London) than a 22-year-old local government officer, is worth another £150 then, I submit, there is a strong case for salary increases in local government too.

If this is accepted, then NALGO should follow the N.U.T.'s example and work on the principle that in the long run it is not 30 employers behind the closed doors of the National Joint Council's conference room, but our 48 million employers outside those doors, who decide officers' salaries, and to whom, therefore, NALGO should put our case with every available means of publicity.

Scunthorpe.

JOE SOAP

Technician or administrator?

NO ONE disputes the importance of good administration in local government, but when R. S. B. KNOWLES in his article "Wanted—a School for Administrators" in the May "L.G.S." deplored the fact

that in most departments the administrator takes second place to the professional man, he was talking nonsense.

Is he seriously suggesting, for example, that the engineer should be secondary in status within his own department to an officer appointed purely as an administrator? Such a person would have to deal with technical matters, and it can hardly be held that a general administrative training satisfactorily qualifies anyone for the administrative-cum-technical posts which are common in the public service.

The professional chief officer—must of course possess administrative ability. That is why the Institution of Municipal Engineers, for instance, includes local government administration among the subjects of its Testamur Examination. A staff college, where courses of training could be obtained not only in administration but in other important subjects, would certainly be an advantage. Nevertheless, the facts belie Mr. Knowles's argument that a technical training and experience cannot produce administrative capability.

Furthermore, it is only when a person has that capability as well as technical experience that he can attain the higher appointments in the service.

CHARTERED MUNICIPAL ENGINEER

Health service finance officers

THE MINISTER of Health, in E.C.L. 29/50, reminds executive councils that "the finance officer is responsible for the organisation of the council's financial work and for the maintenance of books and accounts in accordance with the requirements of Regulation 9 of and the First Schedule to the National Health Service (Executive Councils and Dental Estimates Board) Financial Regulations."

This reminder appears to conflict with the regulations referred to, which provide for the appointment of a financial officer to be responsible for the prompt and correct entry and balancing of the accounts of the council, and for supervising the accounts, books, and financial records kept by other officers of the council.

In many cases, clerks of councils will have been appointed financial officers, and it seems doubtful whether, in such circumstances, a finance officer, working under the control of the financial officer, can reasonably be held responsible. Were there any friction between the two officers, the finance officer would have to acquiesce in the decisions of his chief.

The new salary scales were negotiated on the basis that finance officers were not "responsible officials." If the Minister intends to alter their standing and responsibility, they should discuss the position. In any event, finance officers may think it advisable to form themselves into an association to work within the framework of both NALGO and the Association of Officers of Executive Councils. I shall be glad to hear from any of my colleagues who favour this.

131, Fillebrook Road,
Leytonstone, E.11

J. R. KNIGHTEN
Essex Executive Council

NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

Applications are invited from men and women for the following vacancies:

District Officer

The successful candidate will be required to organise local government officers and public utility and health service staffs in the area to which he, or she, may be assigned, to attend meetings, and to represent the Association before local authorities and other bodies. Organising experience, energy, enthusiasm, and ability in public speaking are essential, and a knowledge of local government, or of the public utility and health services, their functions and procedure, is desirable. Reasonable travelling and subsistence allowances will be paid. Salary on Grade V of the Association's scale (£530—£580), the commencing point depending on experience and qualifications.

Administrative Assistant (education)

Duties mainly connected with the NALGO Correspondence Institute. Desirable qualifications: degree or professional qualification, experience of teaching or part-time study, and a keen interest in tuition by correspondence. Salary on Grade II of the Association's scale (£460—£505).

Each appointment will be subject to one month's notice on either side. A superannuation scheme is in operation.

Applications, giving full particulars of age, education, qualifications, NALGO and other experience, and names of three persons to whom reference may be made, must reach the General Secretary, NALGO, 1, York Gate, Regent's Park, London, N.W.1, by June 10.

Canvassing members of the National Executive Council will disqualify.

POINTS FROM LETTERS

Grading of building inspectors . . .

I WAS INTERESTED to read in the April journal that the N.E.C. had decided to reconsider the possibility of grading building inspectors and surveyors. Unless NALGO is prepared to follow up this matter, instead of leaving us to the mercy of the local authorities, many building inspectors and surveyors may consider the monthly subscription could be better used elsewhere.

"BUILDING INSPECTOR."

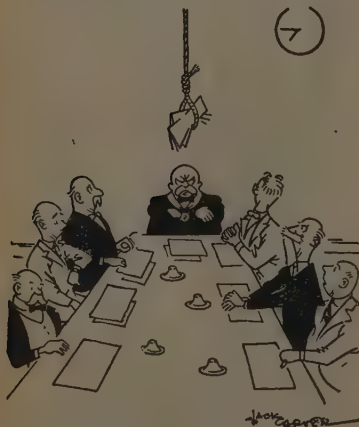
. . . and engineers clerks

ENDORING the comments of H. HOPPER in the May "L.G.S." on the question of grading of engineers' clerks, we at Halifax regret that the grading of clerical staffs in engineers' departments was not considered at the same time as that for engineers and architects. We should welcome an all-round effort by these staffs to urge the N.E.C. to investigate special grading.

Borough Engineer's Office,
Halifax.

C. KERSHAW.
D. H. FRANCIS.

This local government



"The committee decided that standing orders should be suspended until 8.0 p.m."

sent by F. G. DOBSON, Luton.

Earlier retirement for women

"HYPERION'S" quotation in April "L.G.S." on the "ageless women you see around municipal offices" that "they are what human beings turn into when they trade life for existence and ambition for security" is a poignant remark. Is there not a danger that any woman in local government, knowing she must work until she is 65, might qualify for this description? And is it not a strong argument in favour of optional retirement at 60?

"ARROW."

Cheap labour

I NOTICED a recent advertisement for a woman housing assistant on grade Miscellaneous I. According to the Charter, the Miscellaneous divisions were intended for men only. It would appear that some local authorities, contrary to the spirit of the Charter, are using this grade as a cheap intermediate between the General and higher divisions.

Flat 4, Rockhurst,
Danes Hill, Woking.

D. W. BRADLEY

Housing priority

HAS "DOMUS," who in the May "L.G.S." advocated housing priority for successful applicants for appointments on the staffs of local authorities, thought of the hundreds of local government officers who are still waiting for accommodation? Were newly appointed staff to be given concessions, there would be an outcry from the existing staffs, as well as from the rate-payers and other applicants.

Treasurer's Department,
Eastleigh, Hampshire.

D. A. KNOTT.

Male typist extinct?

BEFORE THE WAR, few women were employed in municipal work. Today their number is so great that men shorthand-typists are seldom required. Is not this a retrograde trend? The man who progresses through receiving and transcribing senior officers' dictation, filing, and attending to counter inquiries, is likely to learn more about the fundamentals of his department, and make a better administrator, than the officer trained in the narrow specialist field.

Most women shorthand-typists are less interested in a life career than in a life partner.

Do chief officers like smart women shorthand-typists dancing attendance on them so much that the fate of the prospective man shorthand-typist is sealed?

"VERSATILITY"

More publicity wanted

DESPITE the size of our Association, the publicity we receive in the national press is negligible. Teachers and civil servants command space for their viewpoint, but NALGO is apparently a silent, almost a suppressed, service. Where does the fault lie? Is it lack of appreciation of the necessity and value of publicity?

Central Reference
Library, Westminster.

HAROLD SMITH.

"L.G.S." Contributions

Competition

Nearly sixty articles were submitted for the "L.G.S." contributions competition, announced in April, 1949. The competition closed on April 30 last, and we invited N. W. BINGHAM, chairman of the N.E.C. public relations committee, to judge the entries. Here is his report.

So great was the variety of subject and approach of the articles submitted for the competition that selection of prizewinners has been most difficult, and is bound to be somewhat arbitrary. The entries ranged from the most solemn to the skittish; most were in prose, but a few ventured into verse; very few indeed were really poor and nearly all had merit.

The final selection has, accordingly, had to be ruthless. First, I eliminated all which were not strictly within the terms of the competition because they were not about "any aspect of the work, organisation, or future policy of the Association or its ancillaries." This, regrettably, excluded some of the most readable and entertaining, including all the humorous ones—for, while it is possible to be funny about local government, it is apparently impossible to be funny about NALGO. Noteworthy among these were no fewer than four from "Senex," all delightful.

There were many articles—perhaps the majority—which were sound and constructive and about NALGO, but which lacked that indefinable quality of style which would make them "calculated to interest the majority of readers." Many of these articles, had they been submitted as answers to questions in an examination, would have gained full marks, yet few but the examiner would be lured by their style to read them to the end.

Finally, there was a relatively small group from which the prizewinner must clearly be selected; the final choice must to some degree reflect the personal taste of the judge, but the best of the runners-up will no doubt have the consolation of securing publication. I award the prizes as follows:

First prize of twelve guineas to ROBERT L. COLLISON for "NALGO Needs a Library"—readable, convincing, and constructive.

Second prize of eight guineas to HET VARK on "Speech Training"—a most persuasive article on the necessity for good speaking in the local service.

Third prize of five guineas to CLIFFORD BOUCH for "The Task Ahead in Staff Training"—a reasoned and thoughtful contribution to a most important subject.

Perhaps most worthy of commendation among the runners-up was THOMAS

GLOVER'S "Commentary on Superannuation," published last March, an exceptionally lucid essay on an unpromising subject.

"L.G.S." has so far been able to publish only a few of the articles submitted. But it is hoped to publish more as opportunity allows.

"The British laugh at those they love"

"TREMBLE when you cease to be the butt of comedians, for the British laugh at those they love." This was the advice given by Ald. J. E. MACCOLL, M.P., former Mayor of Paddington, when he addressed branch public relations officers at Southsea last month. They were delegates to the Metropolitan district committee's third annual week-end school of public relations, arranged this year in conjunction with the Southern district committee.

Ald. MacColl was discussing local government public relations and the officer's part in it. The core of the problem, he said, was to "humanise" the council office. A local authority's relations with its citizens could be wrecked by officials indifferent to their welfare.

He paid high tribute to the Association's pioneer work in public relations, but warned that, to-day, it was in danger of being regarded as a "frill" and a luxury. There was need for much more thought about the right ways to maintain closer touch between public authorities and the communities they served, without extravagance and waste of resources. The existence of an official P.R.O. did not absolve the staff of an authority from the need themselves to adopt the "public relations" outlook.

Discussing the mechanics of public relations, he urged a greater effort to provide newspapers with more human, accurate, and interesting information; and extensions of visits to the town hall by citizens, especially children—a task in which the officer had great scope, since he "usually has the clearest idea of what is going on." Exhibitions were useful, provided their planners did not allow their enthusiasm for presentation to obscure the message.

"When people begin to talk about our council and not the council," he concluded, "then the problem of public relations will have been solved."

In other sessions the school discussed NALGO's public relations policy in detail, and there was a strong call for a greater effort by the Association to "hit the headlines"

At Random

by 'HYPERION'

These we have met

"His speech was one of the best ever given to the conference . . . It was a thoughtful speech, characterised by wisdom, but even when followed with the closest attention it was impossible to comprehend the full significance of his observations . . . and long before the meaning of one point had been grasped the speaker had passed to another equally stimulating. *A conference report.*

Advice for the superannuable

Eat half as much, sleep twice as much, drink three times as much, laugh four times as much, and you will live to a ripe old age. *John Harvey Kellog.*

P.R. Oh!

He was an honest man who had gone into politics because he never got tired of listening to the sound of his own voice, and there was a faint hope that he might become a member of the Cabinet, which greatly intrigued his wife. I saw him only twice a week for a couple of hours. My main job was to keep his constituents away from him, a task which the deputy loosely described as "important liaison work." *From "Looking for a Bluebird," by Joseph Wechsberg.*

Local government postbag

"Please could you forward a good high class catering hotel or cafe, and oblige. I enclose a stamped and addressed envelope."

"I trust that a representative of your appropriate department may be permitted to attend one of these performances, with a view to the inclusion of 'The Conscious Lovers' in your educational programme."

But the courtesy remains

On and after March 4, 1950, the 8 a.m. journey from Clowne to Langwith will be discontinued. East Midland Motors Ltd. At your Service! *Notice in Nottinghamshire bus.*

Consolation

*Even the wise men sometimes go
Eeny, meeny, miney mo.*

A. A. Lattimer.

Another L.G.O.?

"I cried for madder music and for stronger wine," wrote Ernest Dowson, meaning that he had hardly enough money to call for coffee and a slice in a cabman's shelter. *James Agate.*

Bathos

Help us to do our very best this day and be contented with this day's trouble, so that we shall not borrow the trouble of to-morrow. Save us from the sin of worrying, lest stomach ulcers be the badge of our lack of faith. *Prayer of Rev. Peter Marshall.*

Sound the alarm



"I also use oil to get my husband and daughter to work." *Application for priority paraffin.*

COMPETITION RESULT

Women readers were invited to reply to this extract from Raymond Chandler's "The Little Sister":

"You go in through double swing doors. Inside the double doors there is a combination PBX and information desk at which sits one of those ageless women you see around municipal offices everywhere in the world. They never were young and will never be old. They have no beauty, no charm, no style. They don't have to please anybody. They are safe. They are civil without ever being quite polite and intelligent and knowledgeable without any real interest in anything. They are what human beings turn into when they trade life for existence and ambition for security."

After reading the flood of invective, sarcasm, and vituperation let loose on Mr. Chandler, I find myself an ardent feminist! Of the many entries, I award the prize to Miss Lois Deacon, who lives, appropriately, at Pennycomequick, near Plymouth:

True—but not because the woman is safe, disinterested, or unambitious. True, rather, because the overwhelming herd of male officers has trampled down her budding shoots of ambition; decried her attributes and abilities as they never led to marriage; hedged her persistently away from any chance of status. The woman has merely been forced to draw a veil between her apparent and her real life. She exists in public, and lives in private, with her books, music, friends; with all she loves and serves; in her world of Nature, and the treasure-house of her proud, sensitive mind.

The general view seemed to be that women's one chance of a break is to turn themselves into man-power, or, alternatively, that a sensible girl is never as sensible as she looks, because a sensible girl has too much sense to look sensible! The following entries are highly commended:

In order to correct his physical and mental squint I should like to take him gently by

the hand and introduce him to some charming girls in our office. Despised security enables them to dress tastefully; reasonable working hours and adequate holidays permit them to form music and dramatic societies, study languages and literature, climb British and Continental mountains. Only abysmal ignorance of local government workers could excuse Mr. Chandler's misguided statements. *Miss Hilda Rosner, Manchester.*

*I have bartered all ambition
For a snug secure position,
But I never was attractive, so why worry?*

*I have no beauty and no style
But life is still worth while,
For I do not need to preen to please a male.*

*I have pleasures quite ecstatic
And I must be most emphatic—
There is more in me than meets the Chandler's eye.*

"Walgo," Leeds.

"Substitute the words 'men' for women, and 'desiccated' for ageless, and the picture is completed."

Mrs. V. Gall, Kensington.

To remain ageless is an achievement which numberless glossy egg-head males would give worlds to attain.

Miss B. M. Rowland, Radcliffe-on-Trent.

In fairness to Mr. Chandler, I should explain that his novel is set in California, so he probably wasn't thinking of English local government officers at all. Lastly, may I thank (rather belatedly) the reader who suggested this competition.

40 YEARS AGO

From "The Local Government Officer," predecessor to "L.G.S.," June, 1910.

Fire precaution

A STEAM FIRE engine has just been acquired by the Winchester City Council for attending fires in districts outside the city boundary . . . The purchase of this second engine arose through the coincidental happening of two fires at the same time. The brigade attended with the steamer at a fire at Wonston Church (seven miles from Winchester). During their absence a disastrous fire broke out at the Lion Brewery, Winchester, and there was nothing but the old manual engine at hand. As a consequence, the City Council decided that the fire brigade should not be allowed to attend fires in the country. Arrangements, however, were subsequently made with owners of property in the surrounding country for a sufficient guarantee to be subscribed annually towards a second engine, with the result that the new and up-to-date machine was procured. It is admirably suited for the purpose required . . . with an equipment of firemen and gear it can easily be drawn at a gallop by a pair of horses. The fire door is at the rear, permitting of stoking while travelling . . .

"ABINGDON" WRITES HIS NALGO DIARY

LAST MONTH I attended what must be one of the rarest of branch functions—a reunion of retired members, held each year at Croydon. Forty pensioned members—mustering between them more than 1,600 years of service—and their wives, met as guests of the branch. I was deeply moved by the affectionate way in which members of the executive committee acted as hosts to their old colleagues, waiting on them with light refreshments, and providing, from branch talent, an excellent programme of entertainment.

Croydon esteems its retired members and is proud of its efforts to keep in touch with them. But they help themselves, too, for one of them, 71-year-old WALTER TROAKE acts as retired members' liaison officer, calling every month, first at the town hall establishment office to collect the names of any new recruits to the retired list, second on the branch secretary, from whom he collects a bulk supply of "L.G.S.," the branch magazine and any other material of interest to them. He distributes these, collects the retired members' subscriptions, visits them, and keeps the branch informed of any who may have met misfortune or sickness.

NALGO's Roll of Honour

NALGO's Roll of Honour, containing, 2,683 names of members who gave their lives during the last war, now stands in a special case in the hall of the Association's convalescent home, Knole Lodge, Bournemouth, which is dedicated to their memory. The names have been beautifully inscribed on vellum by DOREEN IDLE—a former member of Headquarters' staff—and the leaves

bound in morocco leather, titled in gold. My photograph shows the cover and one of the pages, but cannot, alas, reproduce the colour and full beauty of the original.

A NALGO Wordsworth

How many of those who read about the Wordsworth Centenary Play produced at Ambleside in April knew that the actor who played the part was a fellow-member? He is J. L. STEPHENSON,



29-year-old assistant to the water engineer and surveyor of the Lakes U.D.C. For the play, he had to sacrifice a "not inconsiderable moustache," grow his hair long, and learn large portions of the poet's works. The latter, his colleagues allege, he "dreamily regurgitates during office hours."

Housekeeper wanted

A member living at Northwood, Middlesex, whose wife has recently died, tells me that he can offer a comfortable

home and a nominal salary to the widow of a local government officer, aged 35-40, willing to act as housekeeper and to look after his two boys, aged 13 and 10. I shall be glad to pass on any inquiries.

And house for sale

Another member, acting as executor, tells me that he wishes to sell a semi-detached house at Edgware, Middlesex. It has four bedrooms, and a tiled bathroom, could be occupied in two flats, and is offered at £3,550, freehold.

Inter-district sport . . .

Inter-district sport, which has languished since 1939, seems to be reviving. In January, I published an appeal from JOHN HORSFALL, West Midlands sports secretary, to rugby enthusiasts to form a XV to meet South Wales. The appeal succeeded, and the game took place at Birmingham on April 12. South Wales won by 11 points to 6. A

photograph of the teams and organisers is above.

A week later, the final for the W. G. AUGUR soccer cup was played between South Eastern and Metropolitan Districts at Maidstone. The teams drew 2-2 and the mayor of Maidstone presented the Cup jointly to both.

. . . and postal chess

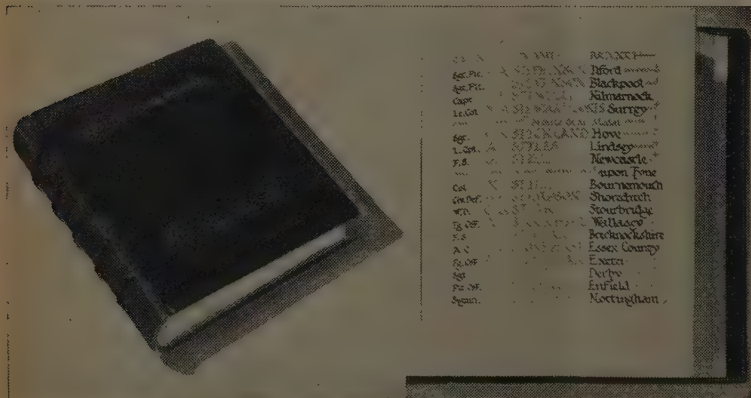
Nor have chess enthusiasts been idle. The first correspondence chess competition to be held since 1939 produced a record entry of 39 teams, and resulted in a victory for Kensington branch, whose players, J. J. WARTON, W. MORRISON, and T. J. SEDGWICK, won all their games and the Pullinger Challenge Cup. M. J. MURPHY, 16, Grove Avenue, Twickenham, is now organising the next competition.

Camera club

Bournemouth and district health services branch has formed a camera club with 20 members. Its secretary, L. P. ALLISON, Royal Victoria Hospital, Shelley Road, Boscombe, Hants, would like to correspond with any similar clubs.

Holiday note

NALGO's holiday centres and private hotels still have a few vacancies throughout the season.



MY BOOKSHELF

by EDWARD KAY

Slum children

A STUDY, visionary and practical, of the disabilities suffered by the children of problem families is made by two social workers, ARTHUR T. COLLIS and VERA E. POOLE, in *These our Children* (Gollancz, 8s. 6d.). Though free from sensationalism, the book presents a horrific picture of squalor, vice, and hopelessness. The fact that the authors keep their feet on the ground and never cry for the moon makes their plea for better houses, schools, and social services all the more convincing.

Social workers' pay . . .

Local government officers will sympathise with the plea of a social worker for better remuneration. E. L. PACKER, a probation officer, tells in *Social Service* (N.C.S.S., 2s. 6d.) how one of his probationers earns £10 a week (far more than Mr. Packer) as a street canvasser for football pools: "he pointed out that it showed the work he was doing was worth while . . . The community, according to him, values his work more highly than it does mine."

. . . and problems

Four booklets from the National Council of Social Service deserve mention. *Opportunity and Initiative* (1s. 6d.), the annual report for 1949, records a notable expansion in the local co-ordination of statutory and voluntary social work and the establishment of a much-needed pension fund for social workers. *Our Neighbourhood* (4s. 6d.) is a practical handbook for those who want to set up a community association. The special problems of new housing estates are surveyed, and some solutions proposed, in *Community or Chaos* (2s. 6d.); and old folk will be well served by a penny pamphlet called *Notes for those Nearing and over Sixty*. This commendable group of N.C.S.S. publications might have been more attractive typographically.

Home helps

We return to local government proper with NORAH BURR's two-shilling booklet on *The Home Help Service* (Henry G. Morris, 86, Lower Clapton Road, E.5). Miss Burr summarises the history of the service from its foundation in 1918. It was then restricted to maternity patients, but to-day it is available to any household where the domestic burdens are abnormal because of ill-health. The booklet discusses many administrative details and offers practical

advice on running the service. Miss Burr's experience in Hackney has shown her most of the problems and the answers.

Lancashire plan

Lancashire county council has published a *Preliminary Plan* prepared by the county planning officer, G. SUTTON BROWN. It outlines principles on which should be based the county development plan required by the Town and Country Planning Act; poses the questions of policy which must be answered before that plan can be prepared; and provides a mass of factual material on which decisions may be based. It is an erudite and comprehensive work.

An Unusual Novel

DOREEN IDLE's sombre new novel, *The Last Knot* (Hodder and Stoughton, 10s. 6d.) is in the form of a family saga stretching over the lifetime of the central character. Her personality dominates the theme, and the other figures in the tale are little more than a background for her psychological attitudes. Brother, sister, husband, children, all in turn look to "Georgie" for strength and when they pass from the scene she finds a new satisfaction in her freedom. This novel will be kept on the shelves for re-reading when others have lost their savour. Miss Idle was at one time a member of Headquarters staff.

Association's new legal officer

AS WE ANNOUNCED briefly last month, the post of legal officer to the Association, has been filled by the promotion of TIMOTHY HALES.

Mr. Hales joined the Association's staff in 1945, but in compliance with the National Executive Council's policy not to make permanent appointments during the war, he was designated temporary assistant solicitor. For a period after the death of JOHN SIMONDS, the first legal officer and late general secretary, in 1945, until Mr. Anderson returned from war service, he was in sole charge of the department. Since then, he has been mainly concerned with the Association's service of legal advice and assistance to members, and the conduct of appeals.

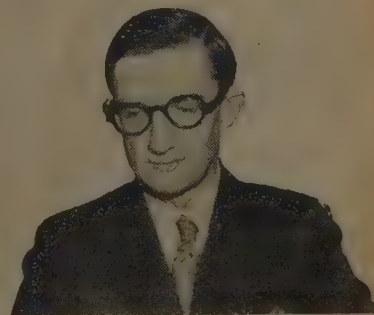
To this intimate knowledge of NALGO's legal work, Mr. Hales brings twelve years'

WE WIN FIRST ROUND IN COMPENSATION FIGHT

NALGO HAS WON the first round in a battle with the Minister of Health over the clauses covering compensation for loss of office which are customarily inserted in bills dealing with extensions of local authority boundaries.

The compensation code hitherto observed has been that which—largely as a result of a long fight by the Association—was contained in the Local Government Act, 1933. Parliament has since twice reaffirmed its approval of this code—in 1945, when the Local Government Boundary Commission was set up, and again as recently as last December, when the Boundary Commission was dissolved.

Notwithstanding this clear decision of Parliament, however, the Minister has sought to introduce a new code, which NALGO considers to be both less advantageous to local government officers, and inequitable, in a large number of private extension bills introduced this session. When the first of these bills, the Derby Corporation Extension Bill, came before a House of Lords committee, NALGO petitioned against the substitution of the new code, but the committee decided in favour of the Minister. The Association, however, decided to continue the fight, and when the South Shields Extension Bill came before a House of Commons committee on May 17, was represented by Counsel (Mr. Redmond Barry, K.C.) and the Association's legal officer gave evidence. After a long discussion, the committee rejected the Minister's contention and restored the 1933 code. The Minister may raise the matter on the floor of the House but, if he does, NALGO is now assured of a hearing by Parliament.



experience of local government as town clerk of Bewdley, Worcestershire. While there, he was elected by the small towns with ancient charters to serve on a special committee set up to consider the re-organisation of local government.

He is 41, was educated at Wrekin College, Wellington, articulated with a private firm in Liverpool, and admitted as a solicitor in 1932.

Education notes

by K. S. CARTER

NALGO will be almost "taking over" a cross-channel steamer on the night of Friday, September 8, for, in order to obtain the benefit of party travelling rates, it will be necessary for the Dutch summer school party to travel on the day boat, and arrangements have been made to stay on board overnight and proceed to Hilversum the following morning. The party will leave Liverpool Street station (London) at 9.30 a.m. on the Friday.

Details of the school programme are:

Saturday, September 9

6.30 p.m.—opening dinner.

Evening—informal talk on the Netherlands.

Sunday, September 10

Afternoon—"Review of the organisation of the Netherlands central, provincial, and local government."

Monday, September 11

Morning—"Review of the activities of the municipalities of the Netherlands."

Afternoon—"Municipal Finance."

Evening—"Town and Country Planning and Housing in Holland."

Tuesday, September 12

A full day excursion to include visits to The Hague and Amsterdam.

Wednesday, September 13

Morning—"Public Health" and "Social Welfare."

Afternoon—Visit to Hilversum and Utrecht.

Thursday, September 14

Morning—"Education."

Afternoon—Visit to Amsterdam, including a boat tour of the canals.

Friday, September 15

Morning—"The Dutch local government service."

Evening—Farewell Party.

Saturday, September 16

Return by day boat arriving Liverpool Street at about 7 p.m.

Benefiting from last year's experience, the programme has been planned to allow more time for sight-seeing, shopping, sports, and informal visits in small groups to such places as Arnhem, Nijmegen, and Delft, a food laboratory, sewage disposal works, and schools.

Inclusive charge will be £19 for second-class travel throughout, or £20 to include first-class accommodation on the boat.

Oxford summer school

The programme for the Oxford school is now almost complete. The school will be opened by LORD KENNET, president of the Association of Municipal Corporations, and the following have agreed to lecture:

C. H. WILSON, Fellow of Corpus Christi College, Oxford—"The Place of

Local Government in Democratic Society."

KEITH LUCAS, lecturer in local government, Oxford—"Current Problems of Local Government in Britain—a general introduction."

F. D. LITTLEWOOD, town clerk, Cheltenham—"Problems of Local Authority Administration."

R. J. RODDIS, town clerk, Eastleigh—"New Functions for Existing Authorities."

J. M. DRUMMOND, borough treasurer, Sheffield—"The Problems of Local Government Finance."

PETER SELF, lecturer in public administration, London—"Building a New Structure."

In the descriptive series, lectures have so far been arranged as follows:

CHARLES BARRATT, town clerk, Coventry—"An Outline of the Structure and Functions of British Local Government."

Scottish notes

by R. DEAS

LAST MONTH, many Scottish branches welcomed the President, E. A. S. YOUNG, and the General Secretary, J. H. WARREN, during their tour of the country. They visited Edinburgh, Galashiels, Dumfries, Castle Douglas, Glasgow, Oban, Inverness, and Ayr, where they attended the district committee meeting on May 6.

Items discussed by the committee included:

Travel Difficulties. The withdrawal of bus priorities in holiday resorts has made travelling difficult for members in those areas, and the district organising staff therefore made representations to the area traffic authorities. It was reported that improved local bus services had been promised, which it was hoped would prevent undue delays, and the committee agreed that the new services should be given a trial.

Speakers' Panel. With the expansion of membership and formation of new branches, there is a continuing demand for competent speakers on NALGO affairs. The district committee wishes attention to be drawn to its panel of speakers, all of whom are well versed in Association policy, and the district honorary secretary, T. SPENCE, County Buildings, Dumfries, will be pleased to help branches seeking speakers for their meetings.

Workers' Educational Conferences. The committee asked its finance and general purposes committee to reconsider its

LOCAL GOVERNMENT SERVICE

E. G. CHANDLER, city architect and planning officer, Oxford—"Housing and Town Planning."

W. CECIL WOOD, district organisation officer, NALGO—"NALGO and the Local Government Service."

J. EDWARDS, deputy town clerk, Oxford—"How the City Council Works."

A local government course

Lectures on the work of local government departments will comprise a course entitled "A Survey of Local Government" at the Burton Manor Residential College, Burton, Wirral, Cheshire, from July 2 to 7. Most of the lecturers will be local authority chief officers. Fees for students from the local education authority areas of Birkenhead, Bootle, Cheshire County, Lancashire County, Liverpool, and Wallasey will be £3 10s., and for other students £4 5s. Enrolment forms and details are obtainable from the Warden.

Shorthand classes

Enterprising members of Lancashire county branch have started classes in shorthand at the county offices. A voluntary lecturer is preparing 80 students for the Pitman's certificate. The county council is providing the accommodation.

recommendation not to accept invitations to political conferences run by the Workers' Educational Trade Union Committee (West of Scotland District) since, in view of this organisation's relationship with the W.E.A., to which the district committee is also affiliated, many members considered that the conferences might be well worth attending.

Miscellaneous grades

Detailed proposals for the grading of "Miscellaneous" staffs have been submitted by the staff side to the J.I.C. executive committee, with a view to agreeing a supplementary scheme similar to that recently approved by the English N.J.C. Employees covered by the application include outdoor collectors, telephone operators, school attendance officers, school meals supervisors, various inspectors, timekeepers, and storekeepers.

In considering certain other employees, such as clerks of works, Dean of Guild inspectors, and community centre wardens, the staff side found difficulty in trying to classify them under the Miscellaneous group. In some cases existing salaries were above those recommended for miscellaneous grades and in others they were similar to Charter salaries. To obtain uniformity, therefore, it has been suggested that these officers should be classified in the A.P.T. Division, individual grading being left to the discretion of local authorities.



Why shoot the

BILLPOSTER ?

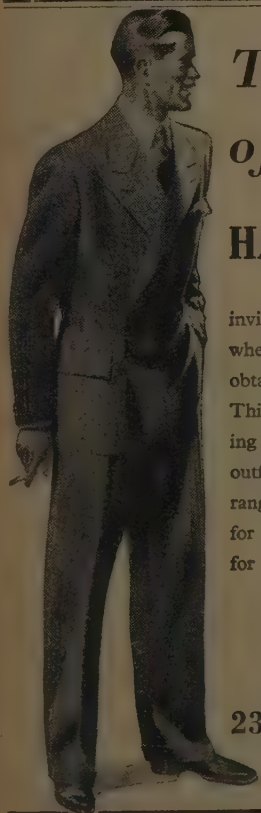


When outdoor publicity is attacked, as it sometimes is, the only argument ever advanced is that a poster hoarding mars the local amenities. But does it? The evidence points the other way. On balance, controlled and intelligent bill-posting, as practised by our Association members, adds to, rather than detracts from, the amenities of a community. After all, as a country we still believe in free enterprise, in the free expression of opinion, in the free dissemination of news,

in order and tidiness. Outdoor publicity is the servant of all these causes. It promotes trade. It keeps the people informed of local and national affairs, of the cinema show and the council elections as well as the need to save fuel and work harder. It keeps the town free from the eyesore of bombed sites, covering up many an ugly spot where building will not be possible for years. And it helps local authorities to maintain cleanliness and safety.

Outdoor Publicity does a Good Job

Issued by THE BRITISH POSTER ADVERTISING ASSOCIATION and LONDON POSTER ADVERTISING ASSOCIATION



The Modern and Practical Way of dealing with CLOTHING BILLS!

HARRY HALL LTD. IN ASSOCIATION WITH **KEITH BRADBURY LTD**

invite you to open a CONTINUOUS ACCOUNT whereby for an agreed monthly subscription you can obtain all your clothing on one account.

This Store with a Personal Service provides Tailoring (for men and women), ready-to-wear clothing, outfitting and footwear, including the best Utility ranges. The famous HARRY HALL Riding Wear, for which we have enjoyed a world-wide reputation for over 60 years, is also available.

From Established Local Government Officers, there are no enquiries or references required, and to the controlled cash prices we merely add the permitted 5% to the cost of purchases. Further particulars will gladly be sent on request, and out-of-town enquirers can be assured that their requirements will receive the same studied interest as a personal visit.

HARRY HALL LTD.

235-237 REGENT STREET, LONDON, W.1.

TELEPHONE: REGENT 6601

OXFORD CIRCUS END



HOLIDAYS WHERE TO STAY

ATTRACTIVE COUNTRY HOLIDAYS (Wye Valley).—Recommended for Cuisine, Cleanliness, Comfort. Children and dogs welcomed. 5-7 gns. weekly. Write for brochure (LG). **Hardwick Court, Chepstow.**

BACTON-ON-SEA, NORFOLK.—"Duke of Edinburgh" Hotel. Vacancies May onwards. H. & C. all bedrooms. Children Welcomed. Phone: Walcot 280.

BLACKPOOL.—New Cumberland Hotel. A.A., R.A.C. Blackpool's Modern Hotel, North Promenade. Overlooking sea. Luxurious Lounge. H. & C. Electric lift. Central heating. Chef cuisine. Private Car Park. Open all the year. Phone 51751. Proprietress: **Betty Nuttall.**

BLACKPOOL.—"Kenmore," 649, New South Promenade, S.S. 415381. Modern. Overlooking sea. H. & C. Interior spring mattresses. Elec. lift. Excellent cuisine. 21s. daily. No extras.

BLACKPOOL'S Leading Hotel. **Crescent North Promenade.** Continental dining room with dancing. 100 bedrooms. Billiards and tennis tables. Conference room. Terms, £1 ts. od. and £1 5s. od. per day. 23954.

BOSCOMBE, BOURNEMOUTH.—Facing Sea. Beach 30 seconds. H. & C. all rooms. Gas fires. Write for brochure. **Hay-Tor Private Hotel, Undercliff Road.** Phone BOScombe 36264.

BOURNEMOUTH.—"Sherwood," 44, Pinecliffe Avenue, Southbourne. Offers real comfort and service. Children especially welcome. 50 yds. sea-front. Brochure. 5-6 gns. Southbourne 1603.

BOURNEMOUTH.—Family Hotel, near Sea. Beach hut. Children welcome. H. & C. Heating, phones in 26 bedrooms. 6-8 gns. wkly. **Broughty Ferry Hotel, Sea Rd.** Boscombe 35333.

BOURNEMOUTH.—St. Lawrence Private Hotel, Suffolk Road. Holidays, Honeymoons! Separate tables, lounge, H. & C. throughout. Central for everything! Terms moderate. Don't fuss. Ring us. Phone BOURNEMOUTH 6208.

LOCAL GOVERNMENT SERVICE

BOURNEMOUTH.—**HOLLYHURST HOTEL,** West Hill Road, West Cliff. Overlooking Sea. Close Town centre. H. & C. Gas fires. Interior springs all bedrooms. Terms 6 to 7 gns. Ring 4675.

BOURNEMOUTH.—**Studland Dene Hotel,** Alum Chine. Finest position, nearest sea, overlooking Bay, Chine. Modern throughout, renowned cuisine, personal service. Winter fr. 5 gns. Summer fr. 7 gns. Brochure. Res. Directors, Mr. and Mrs. G. J. Knight. Phone Westbourne 64024.

BOURNEMOUTH, West.—Comfortable accommodation near Sea and Chines. Ample, good food. Moderate terms. 9, **Pembroke Road, Alumhurst Road, Bournemouth.**

BOURNEMOUTH.—**Quinney's House, Private Hotel,** Durley Rd., on the West Cliff. Tel. 6109. Ex. food, warmth, comfort, H. & C., gas fires, diets studied. Convalescents especially welcome. Proprietress with nursing experience. Terms 7 gns. June and Sept. from 55 gns. Winter residence from 4 gns.

BOURNEMOUTH.—"Karrakatta" Private Hotel, Christchurch Rd. Tel. Bournemouth 3157. Few mins. Boscombe Gardens, Sea and Cliffs. H. & C. Gas fires. Interior mattresses. 5-7 gns. wkly. Resident Proprietors.

BOURNEMOUTH.—**West Riding Hotel, West Cliff.** Few mins. Chines, Sea, Beach Hut. Indoor amusements. Farm produce. Children welcomed. From 5 gns. Recommended by Civil Servants. WESTbourne 639331.

BOURNEMOUTH.—**SOUTHLEA HOTEL, DURLY ROAD.** Tel.: 1852. Close Sea. Shops, Amusements. Every Modern Convenience. H. & C. Gas Fires. Bedrooms 5 to 7 gns. acc. season. Prop. Mr. and Mrs. E. A. Lane.

BOURNEMOUTH.—"Redlands," 79, St. Michaels Rd. Tel.: 3714. 200 yards Sea. H. & C. April and May, 4½ gns. Summer 6 gns.—Mrs. N. C. Newey.

BOURNEMOUTH.—**Gervis Court Hotel, Gervis Rd., East Cliff.** Tel. 1218. Ideal situation. Close Sea, Amusements. First-class Cuisine. H. & C., Elec. or Gas Fires bedrooms. Fr. 5 gns. Write Brochure.

BOURNEMOUTH.—"West Cliff Court Hotel," Kerley Road, West. Sea views. Tel. 323. Close shops, H. & C. bedrooms. 5 to 7 gns. Prop.: L. R. Smith.

ARNOLD HOUSE HOTEL, 31, Montpellier Terrace, Brighton 5055. Unique Holiday Plan. Jolly House. Near Sea and Pier. Young Society. Table Tennis, dancing, music and song, whist drives, large garden, two croquet courts, 9-hole Hazard golf. Novelty Party night. Coach excursions with guide. Send for photos and programme (free). Jolly holiday parties until end Oct. (Open all the year.) From 10s. 6d. to 21s. per day. We also cater for Day Parties. Licensed.

COMFORTABLE HOLIDAY ACCOMMODATION. Near Promenade. H. & C. Highly Recommended. Tours arranged. Mrs. E. H. Eftich, **Stoneleigh House, Wilder Road, Ilfracombe.**

DOUGLAS.—**Edelweiss Private Hotel, Palace Terrace, Queens Promenade.** Phone 2115. Spring interiors. Manx abundant catering. Terms from 15s. daily.

GLENDARAGH HOTEL, TEIGNMOUTH, SOUTH DEVON.—A charming comfortable house for a restful, happy holiday. All modern amenities, and good food. Please write for tariff.

GUERNSEY.—Well-appointed small guest house near sea and town. Moderate terms. **Parker, "Faircross," Grange, St. Peter Port.**

HEREWARD HOTEL, CLIFTONVILLE, KENT.—A Fully Licensed Hotel, with 200 rooms, where Good Food, Regular Dancing and Entertainment assure you of a Happy Holiday. Terms 5 to 7½ gns. weekly. Write Proprietors for Brochure, or Phone Margate 244.

ISLE OF MAN, DOUGLAS.—The Victoria, 37, Loch Promenade. Central. H. & C. throughout. Tariff Card on application. **Watterson.** Phone 9154.

I.O.W.—"Carfax Pension," St. Lawrence Undercliff, Ventnor. Delightful situation—facing South—overlooking miles of Channel and Shipping. Secluded sheltered grounds—Kamblers' paradise. Terms from 4½ gns. Write brochure. (Telephone: Ventnor 359.)

I.O.W.—**Ventnor Esplanade.** "Pelham Hotel." Large balcony bedrooms facing sea; noted cuisine. Terms 5-6½ gns. Brochure. Tel.: Ventnor 252.

IRELAND.—Holidays **Dun Laoghaire.** **Andorina Guest House, Connaught Place.** Facing Sea. Nr. Pier, Station, Bus. Ex. Accom. H. & C. Int. spr. Beds. Good Food. 7 gns. incl. Tel. 855021.



Nearly £15 million a week is going into National Savings

OPPORTUNITY knocks — for those who keep their money in Savings.

In one year alone, in 1949, they shared over £100 million in interest!

And knowing that they were on a good thing, they put in close on

another £800 million of new Savings. Here is something too good to

miss and if you aren't getting your share — do yourself a bit of good —

JOIN A WORKS SAVINGS GROUP NOW!

THE INCORPORATED SOCIETY OF AUCTIONEERS
AND LANDED PROPERTY AGENTS



Housing and Estate Managers' Examination
General Practitioners' Examination

These examinations are held annually in the Spring at Intermediate, Final and Direct Final levels. They are recommended by NALGO under the Recognition of Examination Successes Scheme, for staffs of Housing and Rating and Valuation departments. Full details of the examinations syllabus, tuition facilities, and conditions of membership may be obtained from the Secretary, at the Society's Headquarters, **34, QUEEN'S GATE, LONDON, S.W.7.**
Telephone: Western 0034/5

THEY NEVER SHRINK

THEY NEVER FADE

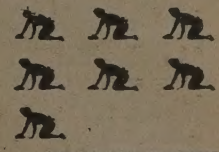
OVERALLS
by
Arrowbrook

IF OVERALLS ARE YOUR PROBLEM
Consult "ARROWBROOK" WHALEY BRIDGE
VIA STOCKPORT
Telegrams: Overall's Whaley Bridge Telephone: Whaley Bridge 73 & 61

SALES
MANAGER

*If you want to get
ahead - get a HAT*

CUT CLEANING COSTS



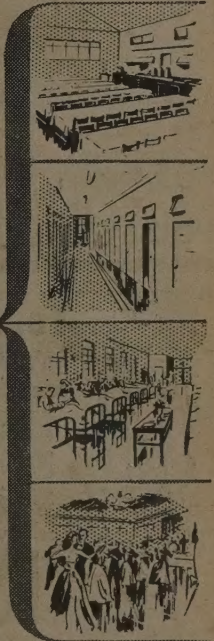
Easily handled by unskilled female labour and shows an immense saving in labour costs, the OCO does the work of seven women cleaners . . . quicker and better results than hand polishing . . . a finer finish on polished floors.

OCO

Industrial
FLOOR POLISHER



JUNO — Designed for small floor areas . . . saves hours of back-breaking labour. Supplied in chromium or chocolate enamel finish.



TRUVOX machines are ideal for parquet, linoleum, wood boarding, tiles, marble, asphalt, terrazzo or other smooth composition surfaces.

MAIL THIS COUPON NOW

TRUVOX ENGINEERING CO. LTD.,
Exhibition Grounds, Wembley, Middx.

Please send full details of JUNO/OCO Floor Polishing Machines

NAME

ADDRESS

L.C.S.

LEISURE

is well spent in reading
for a **DEGREE**

● One of to-day's problems is that of making the best use of one's leisure hours. To those who are studiously inclined we suggest that spare time might well be occupied in reading for a degree; not merely for the resultant material advantages but also for the widening of outlook and development of mental abilities. Moreover, under experienced and sympathetic guidance study becomes a pleasurable occupation.

● London University Degrees are open to all: You need not attend the University. All that is necessary is to pass three examinations: Matriculation (or, until May 1951, the shorter Special Entrance), Intermediate and Final; you may study for these at home and in your own time.

● Wolsey Hall Postal Courses for the above (and also for Promotion and D.P.A.) examinations are conducted by a staff of more than 100 University Graduate Tutors. These Courses comprise Lessons, Test Papers, Model Answers, correction of your work and solution of all difficulties by your tutors. A Guarantee is given that in the event of failure, tuition will be continued free. Fees may be spread over the period of the course.

● Write for PROSPECTUS, mentioning the particular degree or examination in which you are interested, to C. D. Parker, M.A., LL.D., Director of Studies, Dept. RH24.

WOLSEY HALL, OXFORD

LLANDUDNO.—Ormesdale Private Hotel, 58 Lloyd Street. 3 Mins. Sea. Between both Shores. H. & C. From 15s. daily. R. Durham.

NEW FOREST.—Arden Lodge Hotel, Godshill Wood, Fordingbridge. Phone: 2351. Offers ideal holiday with own fishing. Country activities of all kinds can be enjoyed, together with the amenities of a comfortable modernised hotel.

PAIGNTON.—Opening season newly decorated and furnished Guest House. Hot and cold all bedrooms, Slumberland, excellent cuisine. From 5 gns. Capodi-Monte, 62, Dartmouth Road. Phone 566711.

Restful Holidays in Brittany (North Coast). GRAND HOTEL, Port-Blanc, Penvenan, (Cote du Nord), France. Special Terms in September.

SCARBOROUGH. Valley View, 7, Cromwell Parade. Tel.: 3403. Board residence. Excellent cuisine. 15s. 6d. day.

ST. IVES, CORNWALL.—Stay at "Belyars Croft" for every comfort. Excellent cuisine. Charming situation. Overlooking the Bay. Near Beaches, Tennis Courts, etc. Terms moderate. Write for Tariff. Phone 304.

SIDMOUTH, DEVON.—Sea front, facing South. Homely comforts. Food you'll enjoy, and a real welcome at SHENSTONE, Esplanade.

SOUTH DEVON.—"Woodlands," Westalvington, Kingsbridge. Sea and country, home produce, children welcomed. Main route Salcombe, Hope Cove, Thurlestone. 13s. 6d. daily. Mrs. Holt.

SUFFOLK.—Hill House, Chillesford. Centre Yachtsman's Paradise. Buses to River, Sea, Car Park. 5-7 gns. Children half-price. Christmas festivities. Write Mrs. Jeffries.

TEIGNMOUTH, SOUTH DEVON.—"MERAN" GUEST HOUSE, LANDSCAPE ROAD. Phone 764. Comfortable Ex. Cuisine. H. & C. all Bedrooms. 5 mins. Sea, Station. Spring terms 5-5½ gns. Mr. and Mrs. E. Hammond.

TORQUAY.—Pembroke Hotel, Meadfoot Sea Road. (Tel. 2837). 200 yds. sea, near amusements, central heating, H. & C., Gas, Electric Fires Bedrooms. From 5 gns. Write Brochure Mr. and Mrs. D. H. Hall.

TORQUAY. Abbey Lawn Hotel, Belgrave Crescent.—LICENSED. A.A. & R.A.C. RECOMMENDED. Leading Residential Hotel. Central. Situated on level ground. Sea Views, Private Paths to Beaches. Perfect Cuisine. Inclusive Winter Fr. 6-8 gns. Summer 9-11½ gns. Write Brochure. Resident Proprietors. Tel: 2791.

HOTEL VILLAROSA, WESTON-SUPER-MARE.—Situated in 2 acres of delightful grounds, facing Sea. H. & C. throughout. Brochure.

WESTON-SUPER-MARE. Lyndale Hotel.—Every Comfort. Near Sea and Woods. From 5½ gns. Dauncey, Madeira Road, Phone: 2359.

WORTHING.—"Lyndhurst," 20, Homefield Road. Few minutes sea, town centre. H. & C., interior sprung mattresses throughout. Garden produce. 4-5½ gns. Mr. and Mrs. Rex Babbage.

WESTGATE-ON-SEA.—Children welcome. Good food. Comfort. Minute Sea, Station, Shops. 5-5½ Guineas. Huggins, Argyle House, Westgate Bay Avenue.

MISCELLANEOUS

FOR SALE.—Addressall addressing and repetition printing unit, in perfect condition complete with all equipment, including 8,500 stencils, 2 metal cabinets, stencil cutting attachment. Details from Box 1 G.4, c/o Darby's Advertising, 24, Black Friars Lane, London, E.C.4.

MINSEC positively kills Beetles, Crickets, Ants. Generous free sample sent to M.O.H. and Chief Sanitary Inspectors on request. Minsec Co., 21, Keynsham Avenue, Newport, Mon.

LOCAL GOVERNMENT AND PUBLIC ADMINISTRATION EXAMINATIONS

Are held in June and December by the CORPORATION OF CERTIFIED SECRETARIES
For Syllabus and forms—apply the Secretary,
SECRETARIES HALL, 28, Fitzroy Sq. London, W.1

For Holidays and Home be sure to see Mortons Catalogue containing Terms of Business



Hacking Jackets

Cut in latest West-end style and superbly finished. Excellent Donegal Tweeds and Scotch Herringbone Tweeds—Sizes 34 in. to 42 in. chest. 75/-. Send 9/10 deposit for a coat on Approval, stating position.

* Fashions for ladies and men.
* Home Furnishings.
* Radio.
* Jewellery.
* Silverware.
* Travel Goods.
* Cameras.
* Cycles.
* Prams, etc.

MORTONS

Ref. MO, Highbury Place, N.5.
Telephone: CANnonbury 1143.

MOTOR INSURANCE

Before you renew may we quote?
12 Months' Third Party 10 h.p. from £2-8-0. Up to 33½% No-claim bonus allowed on transfer. State if half duty.
ROBERT A. RUSHTON & CO., LTD.
Insurance Brokers
190, ST. ALBANS ROAD, WATFORD, HERTS.
Phone: GADEBROOK 2041/2

CIVIL SERVICE EXAMINATIONS

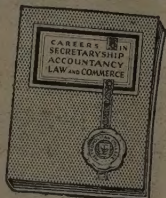
Clerical Classes 16-18: Executive Class 17½-18½: Officer of Customs and Excise 19-21; etc.
Specialised post tuition by University graduates for Civil Service exams. 10 per cent. reduction in fees for members of NALGO and their families.
Write for particulars to:
CIVIL SERVICE CORRESPONDENCE SCHOOL
10, Station Parade, Balham High Road, S.W.12.

AN AUTHORITATIVE 100 pp. GUIDE TO CAREERS

(SENT FREE ON REQUEST)
is issued by the Metropolitan College, the leading Commercial, Professional and University Training Institution in the British Empire.

EXPERT POSTAL COACHING
for all Accountancy, Secretarial and Legal Exams. Diploma in Public Admn. and L. G. Promotion, Professional Prelim. and Matric. exams, London University Degrees, many (non-exam.) courses in business subjects, etc.

More than 35,000 Post-War Exam. Successes
INVEST IN YOURSELF—IT PAYS!
Write to-day for the FREE "Guide to Careers" which shows clearly how to secure that advancement upon which your future happiness depends. Mention exam. if any in which you are interested.



METROPOLITAN COLLEGE

(G3/2), ST. ALBANS (or call 30, Queen Victoria St., London, E.C.4)

One of the oldest established houses in the trade

KENDAL & DENT

Watchmakers, Jewellers and Silversmiths.

Contractors to H.M. Government.

Diamond engagement rings our speciality. Choice selection watches, jewellery, silver and electro-plated goods, cut glass, cutlery, presentation canteens, and clocks of every description.

ALL GOODS AT KEENLY COMPETITIVE PRICES

10, QUEEN STREET, CHEAPSIDE, E.C.4
(Late 106, Cheapside)

BUSINESS HOURS:—
Mondays to Fridays 9 a.m.—5.30 p.m. Closed all day Saturdays. Telephone:—
CITY 6921



Windows to a New World

Shrewsbury Co-operative Society's Frankwell store. Drawn for the C.W.S. by Rowland Hilder, R.I.

WHEN the Spanish Armada sailed against England, this fine Tudor building at Frankwell, Shrewsbury, was already twelve years old. Through 300 years of Britain's stormy history it held a licence. From 1786 to 1804 as the CROSS KEYS inn, it saw the beginning of the Industrial Revolution when conditions for the workers were unbelievably grim; wages were low, food bad and expensive.

The Co-operative Movement, a direct challenge to these conditions, opened its first shop in Toad Lane, Rochdale, in 1844. The amazing growth of this fair, non-profit system of trading—the financial surplus is shared as dividends—is proof that an urgent need for it existed.

The Frankwell inn, de-licensed since 1907, was taken over in 1912 by Shrewsbury Industrial Co-operative Society—a progressive Society that has during the past 15 years all but doubled its membership. Shrewsbury is still building. It will keep pace with local developments and local demands, withholding from no one the opportunity to look out through Co-op windows to a new world!



The C.W.S.—a natural outcome of the Movement's early growth—was founded in 1863; today with 194 factories it is Britain's biggest business producing almost everything needed in the home, and helping millions of Co-op members to cut their cost of living.

An announcement of the Co-operative Wholesale Society Ltd.

Thousands of School of Accountancy Students have risen from the ranks to

SUCCESSFUL CAREERS



as Directors, Managers, Accountants, Company Secretaries, Cost Accountants, Works Managers, Office Managers, Auditors, Company Registrars, Local Government Officers, Stores Controllers, Cashiers, Chief Clerks—and in other Executive Appointments at **J. D. C. MACKAY** Founder

SALARIES RANGING FROM £500 TO £2,000 A YEAR

School of Accountancy Postal Tuition brings success and security to average men and women who have the initiative to qualify for responsible positions. There are also Courses in Business Training for youths and young ladies. Eminent University Lecturers testify to the thoroughness and efficiency of The School's Tuition Service.

Send for this 160 page FREE GUIDE to Careers



C.I.S. Local Government Examinations

The School's NEW Courses for the Local Government subjects in the Examinations of the Chartered Institute of Secretaries are now available. Write for full details. Read the inspiring records of The School's Students in every branch of administration and in Matriculation, Professional and Commercial Examinations. Learn how you can obtain free advice from the Careers Adviser.

The School of Accountancy

100 REGENT HOUSE, GLASGOW, C.2

EXAMINATION SUCCESS FULLY GUARANTEED

CHAMBERS COLLEGE, founded in 1885, provides the finest and most up-to-date Home Preparation Courses for Municipal Examinations including:

Sanitary Inspector (Jt. Board)	London Matric. & B.Sc. (Eng.)
Meat and Food Inspector	The New PROMOTION EXAM.
A.R.San.I., M.R.San.I.	Chartered Institute of Secretaries
Institute of Housing	A.C.C.S.(Sec. or Loc. Govt. Admin.)
Weights and Measures Inspection	Inst. of Mun. Engineers
Diploma of M.R.I.P.H. & H.	A.M.I.C.E., A.M.I.E.E.
College of Preceptors' Certifs.	A.M.Inst.W. & H.S., etc.

THE ACID TEST OF TUTORIAL EFFICIENCY, SUCCESS—or NO FEE

We definitely guarantee to get you through your chosen exam. If we fail to do so, then your tuition fee will be refunded in full.

POINTS IN OUR TUTORIAL SYSTEM

- Fees are inclusive of the latest editions of all necessary standard text books.
- All fees may, where desired, be paid by moderate monthly instalments.
- All courses are prepared and students' work corrected by highly qualified experts with a wide experience of Municipal Examination requirements.
- Our Pass Record in all examinations is consistently well over 90 per cent and includes many top places.

You are invited to fill in and post the attached coupon or write for a FREE copy of our new Municipal Guide which will be gladly sent free and without any obligation whatever on your part while stocks last.

CHAMBERS COLLEGE

Dept. 212

148, HOLBORN
LONDON, E.C.1

COUPON

CHAMBERS COLLEGE (Dept. 212)
148, HOLBORN, E.C.1.

Please send me your MUNICIPAL GUIDE.

NAME.....

ADDRESS.....

Exam in which interested.....

(Id. stamp only required if unsealed)

MODERN

Ringcraft



"Solitaire" Diamond
Claw-Set from £12 10 0



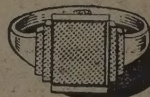
"Solitaire" Square-set
"Step-Sides"
from £25 0 0



"Solitaire" Diamond
with Set sides
from £15 0 0



"Solitaire" Diamond
Fancy Shoulders
£16 16 0



Gent's Gold Signet Ring
"Engine turned Tablet"



Court-Shape, in
Gold or Platinum



Wedding Rings in
various styles



Gent's Gold Signet
Rings in various styles



"Solitaire" Diamond
Square-Set £15 0 0



Diamond & Sapphire
Cluster-Style
from £20 0 0



"Cross-Over" Two
Diamonds
Coronet-Set
from £15 0 0



Fancy Diamond
Cluster £17 10 0

Of special interest to all who appreciate exquisite Ringcraft is the new Ring Catalogue, now being issued by WINEGARTENS. This up-to-date Catalogue shows a large range of beautiful rings—fashioned in the modern manner—in styles to suit all tastes, and at prices to suit all pockets. An examination of the Winegarten range will demonstrate to you why, when discussion centres on Jewellery and Ring manufacture, the name of WINEGARTENS is acknowledged as the foremost in the country. By the fastidious selection of the choicest gems, and the careful designing of suitable settings, WINEGARTENS create Rings that truly add pleasure to the pride of possession.

Members of the Local Government Service are invited to write for our NEW RING CATALOGUE which will be sent free of charge.

Also Available :

Separate brochures for
Watches, Clocks,
Cutlery, and Sport
Trophies.

WINEGARTENS

157, BISHOPSGATE, LONDON, E.C.2

TELEPHONE BISHOPSGATE 786

ESTABLISHED 1892

Hours of Business :

JUNE

Monday to Friday 9.30 a.m.
to 6 p.m.

Saturdays closed all day

I.C.S. STUDY COURSES ensure a successful career

SUCCESS comes to those who know their own business best and who can produce practical proof of it. Countless I.C.S. students have achieved their ambition by a course of home study.

I.C.S. prepare you for examinations in the various branches of Local Government Service or in any other business or profession. We offer postal instruction in a wide range of subjects. Write today for free booklet describing any of the courses you see here, or state your requirements.

Some of the Examination Courses on which I.C.S. offer sound instruction :

ROYAL INSTITUTE OF
BRITISH ARCHITECTS
ROYAL INSTITUTION OF
CHARTERED SURVEYORS
INST. OF MUNICIPAL
ENGINEERS EXAMINA-
TION FOR BUILDING
INSPECTORS
INST. QUANTITY SURVEY-
ORS
INSTITUTE OF BUILDERS
INST. OF CIVIL ENGINEERS
INSTITUTION OF MUNI-
CIPAL ENGINEERS
INST. OF FIRE ENGINEERS.
(I.C.S. students preparing for
Exams are coached until successful)

CUT HERE

INTERNATIONAL CORRESPONDENCE SCHOOLS Ltd.

(Dept. L.G.16.) International Buildings, Kingsway, London, W.C.2

Please send booklet on your courses in.....

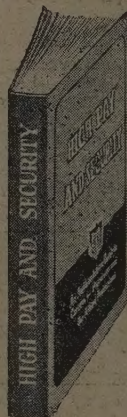
NAME..... AGE.....
(BLOCK LETTERS PLEASE)

ADDRESS.....



HIGH PAY AND SECURITY!

Get this FREE 136-page Guide to Success
in Local Government, Business and the
Professions



Here is a new book
keyed to the needs
of every ambitious
Local Government
Officer. It contains
full details of our
streamlined home-
study courses in all
branches of Business
and the Professions
and describes the easiest
way to get a recog-
nised qualification,
and reveals a new
and practical plan
for your success.

We Guarantee
"NO PASS—
NO FEE"

WHAT SUBJECT INTERESTS YOU ?

Accountancy	Banking
Secretaryship	Insurance
Management	Welfare
Book-keeping	Costing
Estimating	Surveying
Local Government	Sanitary Eng.
A.L.A.A.	A.C.I.S.
A.C.W.A.	
Matriculation, etc.	

Send for details of
our Local Government
Promotion Examination
Course

"HIGH PAY AND SECURITY" is something more than a prospectus, it is a mine of information and practical help that you cannot afford to miss—especially if you desire a successful and satisfying career. Write, call, or 'phone Mayfair 0812 TO-DAY—before the new edition is exhausted. You may have your copy of this enlightening handbook FREE and without obligation.

BRITISH TUTORIAL INSTITUTE

(Careers Consultants since 1927)

457, AVON HOUSE, 356/366, OXFORD STREET,
LONDON, W.1.